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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.: 2015-4183
Revision No.: 34
Date Of Last Revision: 3/30/2026

State: New Jersey

Area: New Jersey Counties of Bergen and Passaic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.66
01012 - Accounting Clerk II		25.43
01013 - Accounting Clerk III		28.45
01020 - Administrative Assistant		40.03
01035 - Court Reporter		52.27
01041 - Customer Service Representative I		19.19
01042 - Customer Service Representative II		20.94
01043 - Customer Service Representative III		23.50
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		20.30
01191 - Order Clerk I		20.33
01192 - Order Clerk II		22.19
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		29.78
01290 - Rental Clerk		21.76
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	40.03
01420 - Survey Worker	25.70
01460 - Switchboard Operator/Receptionist	20.71
01531 - Travel Clerk I	21.86
01532 - Travel Clerk II	24.53
01533 - Travel Clerk III	27.44
01611 - Word Processor I	19.57
01612 - Word Processor II	21.97
01613 - Word Processor III	24.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.01
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.29
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	19.97
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.85
07041 - Cook I	22.29
07042 - Cook II	24.88
07070 - Dishwasher	17.31
07130 - Food Service Worker	17.65
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	20.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.54
09040 - Furniture Handler	16.41
09080 - Furniture Refinisher	22.53
09090 - Furniture Refinisher Helper	18.63
09110 - Furniture Repairer, Minor	20.49
09130 - Upholsterer	23.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.29
11060 - Elevator Operator	19.40
11090 - Gardener	26.40
11122 - Housekeeping Aide	19.40
11150 - Janitor	19.40
11210 - Laborer, Grounds Maintenance	21.71
11240 - Maid or Houseman	20.72
11260 - Pruner	20.18
11270 - Tractor Operator	24.85
11330 - Trail Maintenance Worker	21.71
11360 - Window Cleaner	20.87
12000 - Health Occupations	
12010 - Ambulance Driver	23.95
12011 - Breath Alcohol Technician	31.40
12012 - Certified Occupational Therapist Assistant	35.79
12015 - Certified Physical Therapist Assistant	34.72

12020 - Dental Assistant		22.98
12025 - Dental Hygienist		49.83
12030 - EKG Technician		40.73
12035 - Electroneurodiagnostic Technologist		40.73
12040 - Emergency Medical Technician		23.95
12071 - Licensed Practical Nurse I		28.08
12072 - Licensed Practical Nurse II		31.40
12073 - Licensed Practical Nurse III		35.00
12100 - Medical Assistant		22.55
12130 - Medical Laboratory Technician		38.74
12160 - Medical Record Clerk		26.36
12190 - Medical Record Technician		29.49
12195 - Medical Transcriptionist		21.99
12210 - Nuclear Medicine Technologist		56.43
12221 - Nursing Assistant I		16.68
12222 - Nursing Assistant II		18.77
12223 - Nursing Assistant III		20.48
12224 - Nursing Assistant IV		22.99
12235 - Optical Dispenser		30.18
12236 - Optical Technician		20.31
12250 - Pharmacy Technician		20.90
12280 - Phlebotomist		23.48
12305 - Radiologic Technologist		47.04
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)		38.90
12320 - Substance Abuse Treatment Counselor		31.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		30.00
13012 - Exhibits Specialist II		37.16
13013 - Exhibits Specialist III		45.45
13041 - Illustrator I		31.66
13042 - Illustrator II		39.79
13043 - Illustrator III		47.96
13047 - Librarian		38.29
13050 - Library Aide/Clerk		17.97
13054 - Library Information Technology Systems Administrator		34.57
13058 - Library Technician		25.62
13061 - Media Specialist I		24.95
13062 - Media Specialist II		27.91
13063 - Media Specialist III		31.11
13071 - Photographer I		22.76
13072 - Photographer II		25.46
13073 - Photographer III		32.88
13074 - Photographer IV		38.59
13075 - Photographer V		50.36
13090 - Technical Order Library Clerk		22.56
13110 - Video Teleconference Technician		33.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.88
14042 - Computer Operator II		31.18
14043 - Computer Operator III		34.75
14044 - Computer Operator IV		38.62
14045 - Computer Operator V		42.78
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		27.88
14160 - Personal Computer Support Technician		38.62
14170 - System Support Specialist		42.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.14
15020 - Aircrew Training Devices Instructor (Rated)		50.99
15030 - Air Crew Training Devices Instructor (Pilot)		61.13
15050 - Computer Based Training Specialist / Instructor		42.14
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		61.13
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.13
15086 - Maintenance Test Pilot, Rotary Wing		61.13
15088 - Non-Maintenance Test/Co-Pilot		61.13
15090 - Technical Instructor		30.95
15095 - Technical Instructor/Course Developer		37.85
15110 - Test Proctor		24.99
15120 - Tutor		24.99
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		20.00
16030 - Counter Attendant		20.00
16040 - Dry Cleaner		22.86
16070 - Finisher, Flatwork, Machine		20.00
16090 - Presser, Hand		20.00
16110 - Presser, Machine, Drycleaning		20.00
16130 - Presser, Machine, Shirts		20.00
16160 - Presser, Machine, Wearing Apparel, Laundry		20.00
16190 - Sewing Machine Operator		23.79
16220 - Tailor		24.75
16250 - Washer, Machine		20.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.58
19040 - Tool And Die Maker		36.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.97
21030 - Material Coordinator		29.78
21040 - Material Expediter		29.78
21050 - Material Handling Laborer		19.84
21071 - Order Filler		18.37
21080 - Production Line Worker (Food Processing)		22.97
21110 - Shipping Packer		22.33
21130 - Shipping/Receiving Clerk		22.33
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		22.97
21410 - Warehouse Specialist		22.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		49.20
23019 - Aircraft Logs and Records Technician		41.47
23021 - Aircraft Mechanic I		47.36
23022 - Aircraft Mechanic II		49.20
23023 - Aircraft Mechanic III		51.04
23040 - Aircraft Mechanic Helper		36.86
23050 - Aircraft, Painter		45.58

23060 - Aircraft Servicer	41.47
23070 - Aircraft Survival Flight Equipment Technician	45.58
23080 - Aircraft Worker	43.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	43.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	47.36
23110 - Appliance Mechanic	29.67
23120 - Bicycle Repairer	23.36
23125 - Cable Splicer	57.58
23130 - Carpenter, Maintenance	33.50
23140 - Carpet Layer	28.96
23160 - Electrician, Maintenance	40.52
23181 - Electronics Technician Maintenance I	36.95
23182 - Electronics Technician Maintenance II	38.54
23183 - Electronics Technician Maintenance III	40.04
23260 - Fabric Worker	46.09
23290 - Fire Alarm System Mechanic	32.56
23310 - Fire Extinguisher Repairer	33.12
23311 - Fuel Distribution System Mechanic	50.25
23312 - Fuel Distribution System Operator	41.55
23370 - General Maintenance Worker	28.32
23380 - Ground Support Equipment Mechanic	47.36
23381 - Ground Support Equipment Servicer	41.47
23382 - Ground Support Equipment Worker	43.70
23391 - Gunsmith I	33.12
23392 - Gunsmith II	36.97
23393 - Gunsmith III	40.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	35.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.00
23430 - Heavy Equipment Mechanic	36.87
23440 - Heavy Equipment Operator	46.90
23460 - Instrument Mechanic	34.01
23465 - Laboratory/Shelter Mechanic	38.55
23470 - Laborer	19.84
23510 - Locksmith	28.79
23530 - Machinery Maintenance Mechanic	34.91
23550 - Machinist, Maintenance	29.96
23580 - Maintenance Trades Helper	22.26
23591 - Metrology Technician I	34.01
23592 - Metrology Technician II	35.33
23593 - Metrology Technician III	36.65
23640 - Millwright	41.36
23710 - Office Appliance Repairer	30.06
23760 - Painter, Maintenance	32.02
23790 - Pipefitter, Maintenance	38.18
23810 - Plumber, Maintenance	36.75
23820 - Pneudraulic Systems Mechanic	40.06
23850 - Rigger	47.48
23870 - Scale Mechanic	36.97
23890 - Sheet-Metal Worker, Maintenance	37.19
23910 - Small Engine Mechanic	26.38
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	51.77
23960 - Welder, Combination, Maintenance	29.25
23965 - Well Driller	37.66
23970 - Woodcraft Worker	40.06
23980 - Woodworker	33.12

24000 - Personal Needs Occupations

24550 - Case Manager	22.78

24570 - Child Care Attendant		17.57
24580 - Child Care Center Clerk		21.90
24610 - Chore Aide		18.27
24620 - Family Readiness And Support Services Coordinator		22.78
24630 - Homemaker		22.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		49.94
25040 - Sewage Plant Operator		39.82
25070 - Stationary Engineer		49.94
25190 - Ventilation Equipment Tender		38.87
25210 - Water Treatment Plant Operator		39.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.58
27007 - Baggage Inspector		20.21
27008 - Corrections Officer		42.48
27010 - Court Security Officer		43.70
27030 - Detection Dog Handler		22.61
27040 - Detention Officer		42.48
27070 - Firefighter		48.42
27101 - Guard I		20.21
27102 - Guard II		22.61
27131 - Police Officer I		45.76
27132 - Police Officer II		50.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.02
28042 - Carnival Equipment Repairer		22.33
28043 - Carnival Worker		17.07
28210 - Gate Attendant/Gate Tender		22.60
28310 - Lifeguard		17.61
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		24.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		48.96
29020 - Hatch Tender		48.96
29030 - Line Handler		48.96
29041 - Stevedore I		46.44
29042 - Stevedore II		58.17
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		23.42
30022 - Archeological Technician II		26.20
30023 - Archeological Technician III		32.45
30030 - Cartographic Technician		32.45
30040 - Civil Engineering Technician		32.63
30051 - Cryogenic Technician I		35.94
30052 - Cryogenic Technician II		39.68
30061 - Drafter/CAD Operator I		23.42
30062 - Drafter/CAD Operator II		26.20
30063 - Drafter/CAD Operator III		29.20
30064 - Drafter/CAD Operator IV		35.94
30081 - Engineering Technician I		21.37

30082 - Engineering Technician II		23.98
30083 - Engineering Technician III		26.83
30084 - Engineering Technician IV		33.23
30085 - Engineering Technician V		40.64
30086 - Engineering Technician VI		49.17
30090 - Environmental Technician		28.63
30095 - Evidence Control Specialist		32.45
30210 - Laboratory Technician		28.58
30221 - Latent Fingerprint Technician I		34.45
30222 - Latent Fingerprint Technician II		38.05
30240 - Mathematical Technician		40.10
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		39.68
30390 - Photo-Optics Technician		32.45
30395 - Radiation Control Technician		39.68
30461 - Technical Writer I		32.85
30462 - Technical Writer II		40.18
30463 - Technical Writer III		48.61
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		35.94
30502 - Weather Forecaster II		43.72
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.20
30621 - Weather Observer, Senior	(see 2)	32.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		29.58
31030 - Bus Driver		38.09
31043 - Driver Courier		21.21
31260 - Parking and Lot Attendant		17.08
31290 - Shuttle Bus Driver		21.44
31310 - Taxi Driver		18.58
31361 - Truckdriver, Light		22.53
31362 - Truckdriver, Medium		23.86
31363 - Truckdriver, Heavy		31.36
31364 - Truckdriver, Tractor-Trailer		31.36
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		17.04
99050 - Desk Clerk		20.11
99095 - Embalmer		39.23
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		21.53
99252 - Laboratory Animal Caretaker II		22.87
99260 - Marketing Analyst		46.81
99310 - Mortician		36.79
99410 - Pest Controller		23.29
99510 - Photofinishing Worker		27.69
99710 - Recycling Laborer		33.83
99711 - Recycling Specialist		38.72
99730 - Refuse Collector		31.43
99810 - Sales Clerk		17.96
99820 - School Crossing Guard		21.03
99830 - Survey Party Chief		34.44
99831 - Surveying Aide		20.49
99832 - Surveying Technician		30.18

99840 - Vending Machine Attendant	28.92
99841 - Vending Machine Repairer	34.29
99842 - Vending Machine Repairer Helper	28.92

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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))."""
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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.: 2015-4211
Revision No.: 33
Date Of Last Revision: 3/30/2026

State: New Jersey

Area: New Jersey Counties of Essex, Morris, Sussex and Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.66
01012 - Accounting Clerk II		25.43
01013 - Accounting Clerk III		28.45
01020 - Administrative Assistant		40.03
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		19.19
01042 - Customer Service Representative II		20.94
01043 - Customer Service Representative III		23.50
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		20.30
01191 - Order Clerk I		19.95
01192 - Order Clerk II		22.19
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		29.78
01290 - Rental Clerk		21.76
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	40.03
01420 - Survey Worker	25.70
01460 - Switchboard Operator/Receptionist	20.71
01531 - Travel Clerk I	21.86
01532 - Travel Clerk II	24.53
01533 - Travel Clerk III	27.44
01611 - Word Processor I	19.57
01612 - Word Processor II	21.97
01613 - Word Processor III	24.57
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	19.97
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.85
07041 - Cook I	22.29
07042 - Cook II	24.88
07070 - Dishwasher	17.31
07130 - Food Service Worker	17.65
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	20.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.54
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	23.24
09090 - Furniture Refinisher Helper	18.79
09110 - Furniture Repairer, Minor	21.14
09130 - Upholsterer	23.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.29
11060 - Elevator Operator	19.40
11090 - Gardener	26.40
11122 - Housekeeping Aide	19.40
11150 - Janitor	19.40
11210 - Laborer, Grounds Maintenance	21.71
11240 - Maid or Houseman	20.72
11260 - Pruner	20.18
11270 - Tractor Operator	24.85
11330 - Trail Maintenance Worker	21.71
11360 - Window Cleaner	20.87
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	31.40
12012 - Certified Occupational Therapist Assistant	35.79

12015 - Certified Physical Therapist Assistant		34.72
12020 - Dental Assistant		22.98
12025 - Dental Hygienist		49.83
12030 - EKG Technician		40.73
12035 - Electroneurodiagnostic Technologist		40.73
12040 - Emergency Medical Technician		24.60
12071 - Licensed Practical Nurse I		28.08
12072 - Licensed Practical Nurse II		31.40
12073 - Licensed Practical Nurse III		35.00
12100 - Medical Assistant		22.55
12130 - Medical Laboratory Technician		38.74
12160 - Medical Record Clerk		26.36
12190 - Medical Record Technician		29.49
12195 - Medical Transcriptionist		21.49
12210 - Nuclear Medicine Technologist		56.43
12221 - Nursing Assistant I		16.68
12222 - Nursing Assistant II		18.77
12223 - Nursing Assistant III		20.48
12224 - Nursing Assistant IV		22.99
12235 - Optical Dispenser		30.18
12236 - Optical Technician		19.13
12250 - Pharmacy Technician		20.90
12280 - Phlebotomist		23.48
12305 - Radiologic Technologist		47.04
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)		38.90
12320 - Substance Abuse Treatment Counselor		31.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		30.00
13012 - Exhibits Specialist II		37.16
13013 - Exhibits Specialist III		45.45
13041 - Illustrator I		32.08
13042 - Illustrator II		40.20
13043 - Illustrator III		49.13
13047 - Librarian		38.29
13050 - Library Aide/Clerk		17.97
13054 - Library Information Technology Systems Administrator		34.57
13058 - Library Technician		25.62
13061 - Media Specialist I		24.95
13062 - Media Specialist II		27.91
13063 - Media Specialist III		31.11
13071 - Photographer I		22.76
13072 - Photographer II		25.46
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13090 - Technical Order Library Clerk		22.56
13110 - Video Teleconference Technician		33.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.88
14042 - Computer Operator II		31.18
14043 - Computer Operator III		34.75
14044 - Computer Operator IV		38.62
14045 - Computer Operator V		42.78
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		27.88
14160 - Personal Computer Support Technician		38.62
14170 - System Support Specialist		42.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.14
15020 - Aircrew Training Devices Instructor (Rated)		50.99
15030 - Air Crew Training Devices Instructor (Pilot)		61.13
15050 - Computer Based Training Specialist / Instructor		42.14
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		61.13
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.13
15086 - Maintenance Test Pilot, Rotary Wing		61.13
15088 - Non-Maintenance Test/Co-Pilot		61.13
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		20.00
16030 - Counter Attendant		20.00
16040 - Dry Cleaner		22.86
16070 - Finisher, Flatwork, Machine		20.00
16090 - Presser, Hand		20.00
16110 - Presser, Machine, Drycleaning		20.00
16130 - Presser, Machine, Shirts		20.00
16160 - Presser, Machine, Wearing Apparel, Laundry		20.00
16190 - Sewing Machine Operator		23.79
16220 - Tailor		24.75
16250 - Washer, Machine		20.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.58
19040 - Tool And Die Maker		36.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.97
21030 - Material Coordinator		29.78
21040 - Material Expediter		29.78
21050 - Material Handling Laborer		19.84
21071 - Order Filler		18.37
21080 - Production Line Worker (Food Processing)		22.97
21110 - Shipping Packer		22.33
21130 - Shipping/Receiving Clerk		22.33
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		22.97
21410 - Warehouse Specialist		22.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		49.20
23019 - Aircraft Logs and Records Technician		41.47
23021 - Aircraft Mechanic I		47.36
23022 - Aircraft Mechanic II		49.20
23023 - Aircraft Mechanic III		51.04
23040 - Aircraft Mechanic Helper		36.86

23050 - Aircraft, Painter	45.58
23060 - Aircraft Servicer	41.47
23070 - Aircraft Survival Flight Equipment Technician	45.58
23080 - Aircraft Worker	43.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	43.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	47.36
23110 - Appliance Mechanic	29.67
23120 - Bicycle Repairer	24.48
23125 - Cable Splicer	57.58
23130 - Carpenter, Maintenance	33.50
23140 - Carpet Layer	28.96
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	37.19
23182 - Electronics Technician Maintenance II	38.79
23183 - Electronics Technician Maintenance III	40.30
23260 - Fabric Worker	46.09
23290 - Fire Alarm System Mechanic	32.56
23310 - Fire Extinguisher Repairer	33.12
23311 - Fuel Distribution System Mechanic	50.25
23312 - Fuel Distribution System Operator	41.55
23370 - General Maintenance Worker	28.32
23380 - Ground Support Equipment Mechanic	47.36
23381 - Ground Support Equipment Servicer	41.47
23382 - Ground Support Equipment Worker	43.70
23391 - Gunsmith I	33.12
23392 - Gunsmith II	36.97
23393 - Gunsmith III	40.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	35.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.00
23430 - Heavy Equipment Mechanic	36.87
23440 - Heavy Equipment Operator	46.90
23460 - Instrument Mechanic	34.01
23465 - Laboratory/Shelter Mechanic	38.55
23470 - Laborer	19.84
23510 - Locksmith	28.79
23530 - Machinery Maintenance Mechanic	34.91
23550 - Machinist, Maintenance	29.96
23580 - Maintenance Trades Helper	22.26
23591 - Metrology Technician I	34.01
23592 - Metrology Technician II	35.33
23593 - Metrology Technician III	36.65
23640 - Millwright	41.36
23710 - Office Appliance Repairer	30.06
23760 - Painter, Maintenance	28.45
23790 - Pipefitter, Maintenance	38.18
23810 - Plumber, Maintenance	36.75
23820 - Pneudraulic Systems Mechanic	40.06
23850 - Rigger	48.31
23870 - Scale Mechanic	36.97
23890 - Sheet-Metal Worker, Maintenance	37.19
23910 - Small Engine Mechanic	26.38
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	51.77
23960 - Welder, Combination, Maintenance	29.25
23965 - Well Driller	37.66
23970 - Woodcraft Worker	40.06
23980 - Woodworker	33.12

24000 - Personal Needs Occupations

24550 - Case Manager		22.78
24570 - Child Care Attendant		17.57
24580 - Child Care Center Clerk		21.90
24610 - Chore Aide		18.27
24620 - Family Readiness And Support Services Coordinator		22.78
24630 - Homemaker		22.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		49.94
25040 - Sewage Plant Operator		39.82
25070 - Stationary Engineer		49.94
25190 - Ventilation Equipment Tender		38.87
25210 - Water Treatment Plant Operator		39.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.58
27007 - Baggage Inspector		20.21
27008 - Corrections Officer		42.48
27010 - Court Security Officer		43.70
27030 - Detection Dog Handler		22.61
27040 - Detention Officer		42.48
27070 - Firefighter		48.42
27101 - Guard I		20.21
27102 - Guard II		22.61
27131 - Police Officer I		45.76
27132 - Police Officer II		50.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.02
28042 - Carnival Equipment Repairer		22.33
28043 - Carnival Worker		17.07
28210 - Gate Attendant/Gate Tender		22.60
28310 - Lifeguard		17.61
28350 - Park Attendant (Aide)		25.28
28510 - Recreation Aide/Health Facility Attendant		18.95
28515 - Recreation Specialist		31.33
28630 - Sports Official		20.14
28690 - Swimming Pool Operator		24.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		43.50
29020 - Hatch Tender		43.50
29030 - Line Handler		43.50
29041 - Stevedore I		41.27
29042 - Stevedore II		45.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		23.42
30022 - Archeological Technician II		26.20
30023 - Archeological Technician III		32.45
30030 - Cartographic Technician		32.45
30040 - Civil Engineering Technician		32.63
30051 - Cryogenic Technician I		35.94
30052 - Cryogenic Technician II		39.68
30061 - Drafter/CAD Operator I		23.42
30062 - Drafter/CAD Operator II		26.20
30063 - Drafter/CAD Operator III		29.20
30064 - Drafter/CAD Operator IV		35.94

30081 - Engineering Technician I		21.37
30082 - Engineering Technician II		23.98
30083 - Engineering Technician III		26.83
30084 - Engineering Technician IV		33.23
30085 - Engineering Technician V		40.64
30086 - Engineering Technician VI		49.17
30090 - Environmental Technician		28.63
30095 - Evidence Control Specialist		32.45
30210 - Laboratory Technician		28.58
30221 - Latent Fingerprint Technician I		34.38
30222 - Latent Fingerprint Technician II		37.97
30240 - Mathematical Technician		39.86
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		39.68
30390 - Photo-Optics Technician		32.45
30395 - Radiation Control Technician		39.68
30461 - Technical Writer I		32.85
30462 - Technical Writer II		40.18
30463 - Technical Writer III		48.61
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		35.94
30502 - Weather Forecaster II		43.72
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.20
30621 - Weather Observer, Senior	(see 2)	32.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		28.60
31030 - Bus Driver		36.87
31043 - Driver Courier		21.21
31260 - Parking and Lot Attendant		17.08
31290 - Shuttle Bus Driver		21.44
31310 - Taxi Driver		17.57
31361 - Truckdriver, Light		22.53
31362 - Truckdriver, Medium		23.86
31363 - Truckdriver, Heavy		31.36
31364 - Truckdriver, Tractor-Trailer		31.36
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		17.04
99050 - Desk Clerk		20.11
99095 - Embalmer		39.23
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		21.53
99252 - Laboratory Animal Caretaker II		22.87
99260 - Marketing Analyst		46.81
99310 - Mortician		36.79
99410 - Pest Controller		23.29
99510 - Photofinishing Worker		27.57
99710 - Recycling Laborer		32.93
99711 - Recycling Specialist		37.69
99730 - Refuse Collector		30.61
99810 - Sales Clerk		17.96
99820 - School Crossing Guard		21.03
99830 - Survey Party Chief		33.29
99831 - Surveying Aide		24.15

99832 - Surveying Technician	30.18
99840 - Vending Machine Attendant	28.92
99841 - Vending Machine Repairer	34.29
99842 - Vending Machine Repairer Helper	28.92

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 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))."""

"

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.: 2015-4185
Revision No.: 34
Date Of Last Revision: 3/30/2026

State: New Jersey

Area: New Jersey Counties of Hudson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.66
01012 - Accounting Clerk II		25.43
01013 - Accounting Clerk III		28.45
01020 - Administrative Assistant		40.03
01035 - Court Reporter		52.27
01041 - Customer Service Representative I		19.19
01042 - Customer Service Representative II		20.94
01043 - Customer Service Representative III		23.50
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		20.30
01191 - Order Clerk I		19.95
01192 - Order Clerk II		22.19
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		29.78
01290 - Rental Clerk		21.76
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	40.03
01420 - Survey Worker	25.70
01460 - Switchboard Operator/Receptionist	20.71
01531 - Travel Clerk I	21.86
01532 - Travel Clerk II	24.53
01533 - Travel Clerk III	27.44
01611 - Word Processor I	19.57
01612 - Word Processor II	21.97
01613 - Word Processor III	24.57
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	19.97
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.85
07041 - Cook I	22.29
07042 - Cook II	24.88
07070 - Dishwasher	17.31
07130 - Food Service Worker	17.65
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	20.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.54
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	23.24
09090 - Furniture Refinisher Helper	18.79
09110 - Furniture Repairer, Minor	21.14
09130 - Upholsterer	23.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.29
11060 - Elevator Operator	19.40
11090 - Gardener	26.40
11122 - Housekeeping Aide	19.40
11150 - Janitor	19.40
11210 - Laborer, Grounds Maintenance	21.71
11240 - Maid or Houseman	20.72
11260 - Pruner	20.18
11270 - Tractor Operator	24.85
11330 - Trail Maintenance Worker	21.71
11360 - Window Cleaner	20.87
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	31.40
12012 - Certified Occupational Therapist Assistant	35.79
12015 - Certified Physical Therapist Assistant	34.72

12020 - Dental Assistant		22.98
12025 - Dental Hygienist		49.83
12030 - EKG Technician		40.73
12035 - Electroneurodiagnostic Technologist		40.73
12040 - Emergency Medical Technician		24.60
12071 - Licensed Practical Nurse I		28.08
12072 - Licensed Practical Nurse II		31.40
12073 - Licensed Practical Nurse III		35.00
12100 - Medical Assistant		22.55
12130 - Medical Laboratory Technician		38.74
12160 - Medical Record Clerk		26.36
12190 - Medical Record Technician		29.49
12195 - Medical Transcriptionist		21.99
12210 - Nuclear Medicine Technologist		56.43
12221 - Nursing Assistant I		16.68
12222 - Nursing Assistant II		18.77
12223 - Nursing Assistant III		20.48
12224 - Nursing Assistant IV		22.99
12235 - Optical Dispenser		30.18
12236 - Optical Technician		20.31
12250 - Pharmacy Technician		20.90
12280 - Phlebotomist		23.48
12305 - Radiologic Technologist		47.04
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)		38.90
12320 - Substance Abuse Treatment Counselor		31.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		30.00
13012 - Exhibits Specialist II		37.16
13013 - Exhibits Specialist III		45.45
13041 - Illustrator I		32.08
13042 - Illustrator II		40.20
13043 - Illustrator III		49.13
13047 - Librarian		38.29
13050 - Library Aide/Clerk		17.97
13054 - Library Information Technology Systems Administrator		34.57
13058 - Library Technician		25.62
13061 - Media Specialist I		24.95
13062 - Media Specialist II		27.91
13063 - Media Specialist III		31.11
13071 - Photographer I		22.76
13072 - Photographer II		25.46
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13090 - Technical Order Library Clerk		22.56
13110 - Video Teleconference Technician		33.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.88
14042 - Computer Operator II		31.18
14043 - Computer Operator III		34.75
14044 - Computer Operator IV		38.62
14045 - Computer Operator V		42.78
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		27.88
14160 - Personal Computer Support Technician		38.62
14170 - System Support Specialist		42.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.14
15020 - Aircrew Training Devices Instructor (Rated)		50.99
15030 - Air Crew Training Devices Instructor (Pilot)		61.13
15050 - Computer Based Training Specialist / Instructor		42.14
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		61.13
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.13
15086 - Maintenance Test Pilot, Rotary Wing		61.13
15088 - Non-Maintenance Test/Co-Pilot		61.13
15090 - Technical Instructor		30.95
15095 - Technical Instructor/Course Developer		37.85
15110 - Test Proctor		24.99
15120 - Tutor		24.99
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		20.00
16030 - Counter Attendant		20.00
16040 - Dry Cleaner		22.86
16070 - Finisher, Flatwork, Machine		20.00
16090 - Presser, Hand		20.00
16110 - Presser, Machine, Drycleaning		20.00
16130 - Presser, Machine, Shirts		20.00
16160 - Presser, Machine, Wearing Apparel, Laundry		20.00
16190 - Sewing Machine Operator		23.79
16220 - Tailor		24.75
16250 - Washer, Machine		20.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.58
19040 - Tool And Die Maker		36.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.97
21030 - Material Coordinator		29.78
21040 - Material Expediter		29.78
21050 - Material Handling Laborer		19.84
21071 - Order Filler		18.37
21080 - Production Line Worker (Food Processing)		22.97
21110 - Shipping Packer		22.33
21130 - Shipping/Receiving Clerk		22.33
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		22.97
21410 - Warehouse Specialist		22.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		49.20
23019 - Aircraft Logs and Records Technician		41.47
23021 - Aircraft Mechanic I		47.36
23022 - Aircraft Mechanic II		49.20
23023 - Aircraft Mechanic III		51.04
23040 - Aircraft Mechanic Helper		36.86
23050 - Aircraft, Painter		45.58

23060 - Aircraft Servicer	41.47
23070 - Aircraft Survival Flight Equipment Technician	45.58
23080 - Aircraft Worker	43.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	43.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	47.36
23110 - Appliance Mechanic	29.67
23120 - Bicycle Repairer	23.85
23125 - Cable Splicer	57.58
23130 - Carpenter, Maintenance	33.50
23140 - Carpet Layer	28.96
23160 - Electrician, Maintenance	40.90
23181 - Electronics Technician Maintenance I	36.95
23182 - Electronics Technician Maintenance II	38.54
23183 - Electronics Technician Maintenance III	40.04
23260 - Fabric Worker	46.09
23290 - Fire Alarm System Mechanic	32.56
23310 - Fire Extinguisher Repairer	33.12
23311 - Fuel Distribution System Mechanic	50.25
23312 - Fuel Distribution System Operator	41.55
23370 - General Maintenance Worker	28.32
23380 - Ground Support Equipment Mechanic	47.36
23381 - Ground Support Equipment Servicer	41.47
23382 - Ground Support Equipment Worker	43.70
23391 - Gunsmith I	33.12
23392 - Gunsmith II	36.97
23393 - Gunsmith III	40.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	35.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.00
23430 - Heavy Equipment Mechanic	36.87
23440 - Heavy Equipment Operator	46.90
23460 - Instrument Mechanic	34.01
23465 - Laboratory/Shelter Mechanic	38.55
23470 - Laborer	19.84
23510 - Locksmith	28.79
23530 - Machinery Maintenance Mechanic	34.91
23550 - Machinist, Maintenance	29.96
23580 - Maintenance Trades Helper	22.26
23591 - Metrology Technician I	34.01
23592 - Metrology Technician II	35.33
23593 - Metrology Technician III	36.65
23640 - Millwright	41.36
23710 - Office Appliance Repairer	30.06
23760 - Painter, Maintenance	28.45
23790 - Pipefitter, Maintenance	38.18
23810 - Plumber, Maintenance	36.75
23820 - Pneudraulic Systems Mechanic	40.06
23850 - Rigger	48.31
23870 - Scale Mechanic	36.97
23890 - Sheet-Metal Worker, Maintenance	37.19
23910 - Small Engine Mechanic	26.38
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	51.77
23960 - Welder, Combination, Maintenance	29.25
23965 - Well Driller	37.66
23970 - Woodcraft Worker	40.06
23980 - Woodworker	33.12

24000 - Personal Needs Occupations

24550 - Case Manager	22.78

24570 - Child Care Attendant		17.57
24580 - Child Care Center Clerk		21.90
24610 - Chore Aide		18.27
24620 - Family Readiness And Support Services Coordinator		22.78
24630 - Homemaker		22.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		49.94
25040 - Sewage Plant Operator		39.82
25070 - Stationary Engineer		49.94
25190 - Ventilation Equipment Tender		38.87
25210 - Water Treatment Plant Operator		39.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.58
27007 - Baggage Inspector		20.21
27008 - Corrections Officer		42.48
27010 - Court Security Officer		43.70
27030 - Detection Dog Handler		22.61
27040 - Detention Officer		42.48
27070 - Firefighter		48.42
27101 - Guard I		20.21
27102 - Guard II		22.61
27131 - Police Officer I		45.76
27132 - Police Officer II		50.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.02
28042 - Carnival Equipment Repairer		22.33
28043 - Carnival Worker		17.07
28210 - Gate Attendant/Gate Tender		22.60
28310 - Lifeguard		17.61
28350 - Park Attendant (Aide)		25.28
28510 - Recreation Aide/Health Facility Attendant		18.95
28515 - Recreation Specialist		31.33
28630 - Sports Official		20.14
28690 - Swimming Pool Operator		24.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		51.52
29020 - Hatch Tender		51.52
29030 - Line Handler		51.52
29041 - Stevedore I		48.84
29042 - Stevedore II		58.41
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		23.42
30022 - Archeological Technician II		26.20
30023 - Archeological Technician III		32.45
30030 - Cartographic Technician		32.45
30040 - Civil Engineering Technician		32.63
30051 - Cryogenic Technician I		35.94
30052 - Cryogenic Technician II		39.68
30061 - Drafter/CAD Operator I		23.42
30062 - Drafter/CAD Operator II		26.20
30063 - Drafter/CAD Operator III		29.20
30064 - Drafter/CAD Operator IV		35.94
30081 - Engineering Technician I		21.37

30082 - Engineering Technician II		23.98
30083 - Engineering Technician III		26.83
30084 - Engineering Technician IV		33.23
30085 - Engineering Technician V		40.64
30086 - Engineering Technician VI		49.17
30090 - Environmental Technician		28.63
30095 - Evidence Control Specialist		32.45
30210 - Laboratory Technician		28.58
30221 - Latent Fingerprint Technician I		34.45
30222 - Latent Fingerprint Technician II		38.05
30240 - Mathematical Technician		39.86
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		39.68
30390 - Photo-Optics Technician		32.45
30395 - Radiation Control Technician		39.68
30461 - Technical Writer I		32.85
30462 - Technical Writer II		40.18
30463 - Technical Writer III		48.61
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		35.94
30502 - Weather Forecaster II		43.72
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.20
30621 - Weather Observer, Senior	(see 2)	32.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		29.58
31030 - Bus Driver		38.09
31043 - Driver Courier		21.21
31260 - Parking and Lot Attendant		17.08
31290 - Shuttle Bus Driver		21.44
31310 - Taxi Driver		17.64
31361 - Truckdriver, Light		22.53
31362 - Truckdriver, Medium		23.86
31363 - Truckdriver, Heavy		31.36
31364 - Truckdriver, Tractor-Trailer		31.36
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		17.04
99050 - Desk Clerk		20.11
99095 - Embalmer		39.23
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		21.53
99252 - Laboratory Animal Caretaker II		22.87
99260 - Marketing Analyst		46.81
99310 - Mortician		36.79
99410 - Pest Controller		23.29
99510 - Photofinishing Worker		27.69
99710 - Recycling Laborer		33.83
99711 - Recycling Specialist		38.72
99730 - Refuse Collector		31.43
99810 - Sales Clerk		17.96
99820 - School Crossing Guard		21.03
99830 - Survey Party Chief		33.29
99831 - Surveying Aide		24.13
99832 - Surveying Technician		30.18

99840 - Vending Machine Attendant	28.92
99841 - Vending Machine Repairer	34.29
99842 - Vending Machine Repairer Helper	28.92

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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))."
"

"

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.: 2015-4209
Revision No.: 33
Date Of Last Revision: 3/30/2026

State: New Jersey

Area: New Jersey Counties of Hunterdon and Somerset

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.66
01012 - Accounting Clerk II		25.43
01013 - Accounting Clerk III		28.45
01020 - Administrative Assistant		40.03
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		19.19
01042 - Customer Service Representative II		20.94
01043 - Customer Service Representative III		23.50
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		20.30
01191 - Order Clerk I		20.33
01192 - Order Clerk II		22.19
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		29.78
01290 - Rental Clerk		21.76
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	40.03
01420 - Survey Worker	25.70
01460 - Switchboard Operator/Receptionist	20.71
01531 - Travel Clerk I	21.86
01532 - Travel Clerk II	24.53
01533 - Travel Clerk III	27.44
01611 - Word Processor I	19.57
01612 - Word Processor II	21.97
01613 - Word Processor III	24.57
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	19.97
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.85
07041 - Cook I	22.29
07042 - Cook II	24.88
07070 - Dishwasher	17.31
07130 - Food Service Worker	17.65
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	20.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.54
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	23.24
09090 - Furniture Refinisher Helper	18.79
09110 - Furniture Repairer, Minor	21.14
09130 - Upholsterer	23.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.29
11060 - Elevator Operator	19.40
11090 - Gardener	26.40
11122 - Housekeeping Aide	19.40
11150 - Janitor	19.40
11210 - Laborer, Grounds Maintenance	21.71
11240 - Maid or Houseman	20.72
11260 - Pruner	20.18
11270 - Tractor Operator	24.85
11330 - Trail Maintenance Worker	21.71
11360 - Window Cleaner	20.87
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	31.40
12012 - Certified Occupational Therapist Assistant	35.79

12015 - Certified Physical Therapist Assistant		34.72
12020 - Dental Assistant		22.98
12025 - Dental Hygienist		49.83
12030 - EKG Technician		40.73
12035 - Electroneurodiagnostic Technologist		40.73
12040 - Emergency Medical Technician		24.60
12071 - Licensed Practical Nurse I		28.08
12072 - Licensed Practical Nurse II		31.40
12073 - Licensed Practical Nurse III		35.00
12100 - Medical Assistant		22.55
12130 - Medical Laboratory Technician		38.74
12160 - Medical Record Clerk		26.36
12190 - Medical Record Technician		29.49
12195 - Medical Transcriptionist		21.49
12210 - Nuclear Medicine Technologist		56.43
12221 - Nursing Assistant I		16.68
12222 - Nursing Assistant II		18.77
12223 - Nursing Assistant III		20.48
12224 - Nursing Assistant IV		22.99
12235 - Optical Dispenser		30.18
12236 - Optical Technician		19.13
12250 - Pharmacy Technician		20.90
12280 - Phlebotomist		23.48
12305 - Radiologic Technologist		47.04
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)		38.90
12320 - Substance Abuse Treatment Counselor		31.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		30.00
13012 - Exhibits Specialist II		37.16
13013 - Exhibits Specialist III		45.45
13041 - Illustrator I		31.66
13042 - Illustrator II		39.22
13043 - Illustrator III		47.41
13047 - Librarian		38.29
13050 - Library Aide/Clerk		17.97
13054 - Library Information Technology Systems Administrator		34.57
13058 - Library Technician		24.10
13061 - Media Specialist I		24.95
13062 - Media Specialist II		27.91
13063 - Media Specialist III		31.11
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		22.56
13110 - Video Teleconference Technician		33.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.88
14042 - Computer Operator II		31.18
14043 - Computer Operator III		34.75
14044 - Computer Operator IV		38.62
14045 - Computer Operator V		42.78
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		27.88
14160 - Personal Computer Support Technician		38.62
14170 - System Support Specialist		42.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.14
15020 - Aircrew Training Devices Instructor (Rated)		50.99
15030 - Air Crew Training Devices Instructor (Pilot)		61.13
15050 - Computer Based Training Specialist / Instructor		42.14
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		61.13
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.13
15086 - Maintenance Test Pilot, Rotary Wing		61.13
15088 - Non-Maintenance Test/Co-Pilot		61.13
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		20.00
16030 - Counter Attendant		20.00
16040 - Dry Cleaner		22.86
16070 - Finisher, Flatwork, Machine		20.00
16090 - Presser, Hand		20.00
16110 - Presser, Machine, Drycleaning		20.00
16130 - Presser, Machine, Shirts		20.00
16160 - Presser, Machine, Wearing Apparel, Laundry		20.00
16190 - Sewing Machine Operator		23.79
16220 - Tailor		24.75
16250 - Washer, Machine		20.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.58
19040 - Tool And Die Maker		36.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.97
21030 - Material Coordinator		29.78
21040 - Material Expediter		29.78
21050 - Material Handling Laborer		19.84
21071 - Order Filler		18.37
21080 - Production Line Worker (Food Processing)		22.97
21110 - Shipping Packer		22.33
21130 - Shipping/Receiving Clerk		22.33
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		22.97
21410 - Warehouse Specialist		22.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		49.20
23019 - Aircraft Logs and Records Technician		41.47
23021 - Aircraft Mechanic I		47.36
23022 - Aircraft Mechanic II		49.20
23023 - Aircraft Mechanic III		51.04
23040 - Aircraft Mechanic Helper		36.86

23050 - Aircraft, Painter	45.58
23060 - Aircraft Servicer	41.47
23070 - Aircraft Survival Flight Equipment Technician	45.58
23080 - Aircraft Worker	43.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	43.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	47.36
23110 - Appliance Mechanic	29.67
23120 - Bicycle Repairer	24.48
23125 - Cable Splicer	57.58
23130 - Carpenter, Maintenance	33.50
23140 - Carpet Layer	28.96
23160 - Electrician, Maintenance	37.10
23181 - Electronics Technician Maintenance I	37.19
23182 - Electronics Technician Maintenance II	38.79
23183 - Electronics Technician Maintenance III	40.30
23260 - Fabric Worker	46.09
23290 - Fire Alarm System Mechanic	32.56
23310 - Fire Extinguisher Repairer	33.12
23311 - Fuel Distribution System Mechanic	50.25
23312 - Fuel Distribution System Operator	41.55
23370 - General Maintenance Worker	28.32
23380 - Ground Support Equipment Mechanic	47.36
23381 - Ground Support Equipment Servicer	41.47
23382 - Ground Support Equipment Worker	43.70
23391 - Gunsmith I	33.12
23392 - Gunsmith II	36.97
23393 - Gunsmith III	40.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	35.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.00
23430 - Heavy Equipment Mechanic	36.87
23440 - Heavy Equipment Operator	46.90
23460 - Instrument Mechanic	34.01
23465 - Laboratory/Shelter Mechanic	38.55
23470 - Laborer	19.84
23510 - Locksmith	28.79
23530 - Machinery Maintenance Mechanic	34.91
23550 - Machinist, Maintenance	29.96
23580 - Maintenance Trades Helper	22.26
23591 - Metrology Technician I	34.01
23592 - Metrology Technician II	35.33
23593 - Metrology Technician III	36.65
23640 - Millwright	41.36
23710 - Office Appliance Repairer	30.06
23760 - Painter, Maintenance	28.45
23790 - Pipefitter, Maintenance	38.18
23810 - Plumber, Maintenance	36.75
23820 - Pneudraulic Systems Mechanic	40.06
23850 - Rigger	48.31
23870 - Scale Mechanic	36.97
23890 - Sheet-Metal Worker, Maintenance	37.19
23910 - Small Engine Mechanic	26.38
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	51.77
23960 - Welder, Combination, Maintenance	29.25
23965 - Well Driller	37.66
23970 - Woodcraft Worker	40.06
23980 - Woodworker	33.12

24000 - Personal Needs Occupations

24550 - Case Manager		22.78
24570 - Child Care Attendant		17.57
24580 - Child Care Center Clerk		21.90
24610 - Chore Aide		18.27
24620 - Family Readiness And Support Services Coordinator		22.78
24630 - Homemaker		22.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		49.94
25040 - Sewage Plant Operator		39.82
25070 - Stationary Engineer		49.94
25190 - Ventilation Equipment Tender		38.87
25210 - Water Treatment Plant Operator		39.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.58
27007 - Baggage Inspector		20.21
27008 - Corrections Officer		42.48
27010 - Court Security Officer		43.70
27030 - Detection Dog Handler		22.61
27040 - Detention Officer		42.48
27070 - Firefighter		48.42
27101 - Guard I		20.21
27102 - Guard II		22.61
27131 - Police Officer I		45.76
27132 - Police Officer II		50.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.02
28042 - Carnival Equipment Repairer		22.33
28043 - Carnival Worker		17.07
28210 - Gate Attendant/Gate Tender		22.60
28310 - Lifeguard		17.61
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		24.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		43.50
29020 - Hatch Tender		43.50
29030 - Line Handler		43.50
29041 - Stevedore I		41.27
29042 - Stevedore II		45.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		23.42
30022 - Archeological Technician II		26.20
30023 - Archeological Technician III		32.45
30030 - Cartographic Technician		32.45
30040 - Civil Engineering Technician		32.63
30051 - Cryogenic Technician I		35.94
30052 - Cryogenic Technician II		39.68
30061 - Drafter/CAD Operator I		23.42
30062 - Drafter/CAD Operator II		26.20
30063 - Drafter/CAD Operator III		29.20
30064 - Drafter/CAD Operator IV		35.94

30081 - Engineering Technician I		21.37
30082 - Engineering Technician II		23.98
30083 - Engineering Technician III		26.83
30084 - Engineering Technician IV		33.23
30085 - Engineering Technician V		40.64
30086 - Engineering Technician VI		49.17
30090 - Environmental Technician		28.63
30095 - Evidence Control Specialist		32.45
30210 - Laboratory Technician		28.58
30221 - Latent Fingerprint Technician I		34.38
30222 - Latent Fingerprint Technician II		37.97
30240 - Mathematical Technician		39.86
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		39.68
30390 - Photo-Optics Technician		32.45
30395 - Radiation Control Technician		39.68
30461 - Technical Writer I		32.85
30462 - Technical Writer II		40.18
30463 - Technical Writer III		48.61
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		35.94
30502 - Weather Forecaster II		43.72
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.20
30621 - Weather Observer, Senior	(see 2)	32.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		28.60
31030 - Bus Driver		36.87
31043 - Driver Courier		21.21
31260 - Parking and Lot Attendant		17.08
31290 - Shuttle Bus Driver		21.44
31310 - Taxi Driver		17.57
31361 - Truckdriver, Light		22.53
31362 - Truckdriver, Medium		23.86
31363 - Truckdriver, Heavy		31.36
31364 - Truckdriver, Tractor-Trailer		31.36
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		17.04
99050 - Desk Clerk		20.11
99095 - Embalmer		39.23
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		21.53
99252 - Laboratory Animal Caretaker II		22.87
99260 - Marketing Analyst		46.81
99310 - Mortician		36.79
99410 - Pest Controller		23.29
99510 - Photofinishing Worker		27.57
99710 - Recycling Laborer		32.93
99711 - Recycling Specialist		37.69
99730 - Refuse Collector		30.61
99810 - Sales Clerk		17.96
99820 - School Crossing Guard		21.03
99830 - Survey Party Chief		37.74
99831 - Surveying Aide		22.88

99832 - Surveying Technician	30.18
99840 - Vending Machine Attendant	26.62
99841 - Vending Machine Repairer	33.25
99842 - Vending Machine Repairer Helper	28.04

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 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))."""

"

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.: 2015-4201
Revision No.: 33
Date Of Last Revision: 3/30/2026

State: New Jersey

Area: New Jersey Counties of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.33
01012 - Accounting Clerk II		23.94
01013 - Accounting Clerk III		26.78
01020 - Administrative Assistant		37.42
01035 - Court Reporter		24.85
01041 - Customer Service Representative I		18.03
01042 - Customer Service Representative II		19.68
01043 - Customer Service Representative III		22.09
01051 - Data Entry Operator I		18.79
01052 - Data Entry Operator II		20.51
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		18.83
01090 - Duplicating Machine Operator		18.83
01111 - General Clerk I		18.50
01112 - General Clerk II		20.19
01113 - General Clerk III		22.66
01120 - Housing Referral Assistant		27.69
01141 - Messenger Courier		19.06
01191 - Order Clerk I		21.75
01192 - Order Clerk II		23.73
01261 - Personnel Assistant (Employment) I		22.39
01262 - Personnel Assistant (Employment) II		25.05
01263 - Personnel Assistant (Employment) III		27.92
01270 - Production Control Clerk		31.65
01290 - Rental Clerk		20.92
01300 - Scheduler, Maintenance		22.22

01311 - Secretary I	22.22
01312 - Secretary II	24.85
01313 - Secretary III	27.69
01320 - Service Order Dispatcher	22.16
01410 - Supply Technician	37.42
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	18.84
01531 - Travel Clerk I	19.50
01532 - Travel Clerk II	20.93
01533 - Travel Clerk III	22.35
01611 - Word Processor I	18.35
01612 - Word Processor II	20.60
01613 - Word Processor III	23.04
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.60
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
05160 - Motor Equipment Metal Worker	27.61
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	17.33
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.45
07041 - Cook I	20.92
07042 - Cook II	22.63
07070 - Dishwasher	16.48
07130 - Food Service Worker	16.85
07210 - Meat Cutter	22.45
07260 - Waiter/Waitress	17.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	30.15
09040 - Furniture Handler	23.34
09080 - Furniture Refinisher	30.15
09090 - Furniture Refinisher Helper	26.18
09110 - Furniture Repairer, Minor	28.43
09130 - Upholsterer	29.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.27
11060 - Elevator Operator	17.71
11090 - Gardener	23.98
11122 - Housekeeping Aide	17.71
11150 - Janitor	17.71
11210 - Laborer, Grounds Maintenance	20.45
11240 - Maid or Houseman	17.16
11260 - Pruner	19.18
11270 - Tractor Operator	22.94
11330 - Trail Maintenance Worker	20.45
11360 - Window Cleaner	18.87
12000 - Health Occupations	
12010 - Ambulance Driver	25.92
12011 - Breath Alcohol Technician	30.36
12012 - Certified Occupational Therapist Assistant	41.66

12015 - Certified Physical Therapist Assistant		34.05
12020 - Dental Assistant		24.51
12025 - Dental Hygienist		39.51
12030 - EKG Technician		41.83
12035 - Electroneurodiagnostic Technologist		41.83
12040 - Emergency Medical Technician		25.92
12071 - Licensed Practical Nurse I		27.15
12072 - Licensed Practical Nurse II		30.36
12073 - Licensed Practical Nurse III		33.86
12100 - Medical Assistant		22.97
12130 - Medical Laboratory Technician		34.52
12160 - Medical Record Clerk		27.77
12190 - Medical Record Technician		31.06
12195 - Medical Transcriptionist		24.03
12210 - Nuclear Medicine Technologist		61.03
12221 - Nursing Assistant I		15.84
12222 - Nursing Assistant II		17.82
12223 - Nursing Assistant III		19.45
12224 - Nursing Assistant IV		21.83
12235 - Optical Dispenser		30.69
12236 - Optical Technician		27.15
12250 - Pharmacy Technician		18.41
12280 - Phlebotomist		22.91
12305 - Radiologic Technologist		40.78
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.80
12313 - Registered Nurse II, Specialist		38.80
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)		37.62
12320 - Substance Abuse Treatment Counselor		30.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		29.51
13012 - Exhibits Specialist II		36.55
13013 - Exhibits Specialist III		44.70
13041 - Illustrator I		29.51
13042 - Illustrator II		36.55
13043 - Illustrator III		44.70
13047 - Librarian		40.48
13050 - Library Aide/Clerk		22.93
13054 - Library Information Technology Systems Administrator		36.55
13058 - Library Technician		29.51
13061 - Media Specialist I		26.38
13062 - Media Specialist II		29.51
13063 - Media Specialist III		32.88
13071 - Photographer I		23.00
13072 - Photographer II		25.71
13073 - Photographer III		32.88
13074 - Photographer IV		41.76
13075 - Photographer V		47.16
13090 - Technical Order Library Clerk		28.79
13110 - Video Teleconference Technician		34.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		26.07
14042 - Computer Operator II		29.16
14043 - Computer Operator III		32.49
14044 - Computer Operator IV		36.11
14045 - Computer Operator V		40.00
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		26.07
14160 - Personal Computer Support Technician		36.11
14170 - System Support Specialist		43.52
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		48.15
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		38.80
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		52.14
15086 - Maintenance Test Pilot, Rotary Wing		52.14
15088 - Non-Maintenance Test/Co-Pilot		52.14
15090 - Technical Instructor		33.18
15095 - Technical Instructor/Course Developer		40.59
15110 - Test Proctor		26.78
15120 - Tutor		26.78
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.95
16030 - Counter Attendant		16.95
16040 - Dry Cleaner		19.38
16070 - Finisher, Flatwork, Machine		16.95
16090 - Presser, Hand		16.95
16110 - Presser, Machine, Drycleaning		16.95
16130 - Presser, Machine, Shirts		16.95
16160 - Presser, Machine, Wearing Apparel, Laundry		16.95
16190 - Sewing Machine Operator		20.19
16220 - Tailor		21.00
16250 - Washer, Machine		17.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		34.08
19040 - Tool And Die Maker		38.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.96
21030 - Material Coordinator		31.65
21040 - Material Expediter		31.65
21050 - Material Handling Laborer		18.13
21071 - Order Filler		17.66
21080 - Production Line Worker (Food Processing)		19.96
21110 - Shipping Packer		20.89
21130 - Shipping/Receiving Clerk		20.89
21140 - Store Worker I		21.95
21150 - Stock Clerk		26.46
21210 - Tools And Parts Attendant		19.96
21410 - Warehouse Specialist		19.96
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		41.40
23019 - Aircraft Logs and Records Technician		35.81
23021 - Aircraft Mechanic I		39.98
23022 - Aircraft Mechanic II		41.40
23023 - Aircraft Mechanic III		42.69
23040 - Aircraft Mechanic Helper		32.98

23050 - Aircraft, Painter	38.66
23060 - Aircraft Servicer	35.81
23070 - Aircraft Survival Flight Equipment Technician	38.66
23080 - Aircraft Worker	37.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	37.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.98
23110 - Appliance Mechanic	35.36
23120 - Bicycle Repairer	30.39
23125 - Cable Splicer	38.62
23130 - Carpenter, Maintenance	31.12
23140 - Carpet Layer	32.87
23160 - Electrician, Maintenance	44.34
23181 - Electronics Technician Maintenance I	31.91
23182 - Electronics Technician Maintenance II	33.08
23183 - Electronics Technician Maintenance III	34.21
23260 - Fabric Worker	31.57
23290 - Fire Alarm System Mechanic	31.00
23310 - Fire Extinguisher Repairer	30.39
23311 - Fuel Distribution System Mechanic	40.33
23312 - Fuel Distribution System Operator	34.77
23370 - General Maintenance Worker	24.45
23380 - Ground Support Equipment Mechanic	39.98
23381 - Ground Support Equipment Servicer	35.81
23382 - Ground Support Equipment Worker	37.30
23391 - Gunsmith I	30.39
23392 - Gunsmith II	32.87
23393 - Gunsmith III	35.24
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.95
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.20
23430 - Heavy Equipment Mechanic	33.97
23440 - Heavy Equipment Operator	36.72
23460 - Instrument Mechanic	33.33
23465 - Laboratory/Shelter Mechanic	34.08
23470 - Laborer	18.13
23510 - Locksmith	29.61
23530 - Machinery Maintenance Mechanic	37.28
23550 - Machinist, Maintenance	29.13
23580 - Maintenance Trades Helper	19.53
23591 - Metrology Technician I	33.33
23592 - Metrology Technician II	34.52
23593 - Metrology Technician III	35.59
23640 - Millwright	32.69
23710 - Office Appliance Repairer	28.06
23760 - Painter, Maintenance	28.83
23790 - Pipefitter, Maintenance	40.58
23810 - Plumber, Maintenance	39.24
23820 - Pneudraulic Systems Mechanic	35.24
23850 - Rigger	35.24
23870 - Scale Mechanic	32.87
23890 - Sheet-Metal Worker, Maintenance	35.24
23910 - Small Engine Mechanic	32.87
23931 - Telecommunications Mechanic I	36.33
23932 - Telecommunications Mechanic II	37.63
23950 - Telephone Lineman	48.56
23960 - Welder, Combination, Maintenance	27.65
23965 - Well Driller	35.24
23970 - Woodcraft Worker	35.24
23980 - Woodworker	30.39

24000 - Personal Needs Occupations

24550 - Case Manager		24.62
24570 - Child Care Attendant		16.60
24580 - Child Care Center Clerk		20.69
24610 - Chore Aide		17.30
24620 - Family Readiness And Support Services Coordinator		24.62
24630 - Homemaker		24.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		38.26
25040 - Sewage Plant Operator		33.56
25070 - Stationary Engineer		38.26
25190 - Ventilation Equipment Tender		31.57
25210 - Water Treatment Plant Operator		33.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.27
27007 - Baggage Inspector		18.04
27008 - Corrections Officer		42.78
27010 - Court Security Officer		42.78
27030 - Detection Dog Handler		20.36
27040 - Detention Officer		42.78
27070 - Firefighter		42.78
27101 - Guard I		18.04
27102 - Guard II		20.36
27131 - Police Officer I		37.67
27132 - Police Officer II		41.87
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.08
28042 - Carnival Equipment Repairer		18.90
28043 - Carnival Worker		15.13
28210 - Gate Attendant/Gate Tender		19.75
28310 - Lifeguard		15.82
28350 - Park Attendant (Aide)		22.09
28510 - Recreation Aide/Health Facility Attendant		16.12
28515 - Recreation Specialist		27.36
28630 - Sports Official		17.59
28690 - Swimming Pool Operator		20.44
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.87
29020 - Hatch Tender		32.87
29030 - Line Handler		32.87
29041 - Stevedore I		31.57
29042 - Stevedore II		34.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		21.29
30022 - Archeological Technician II		23.81
30023 - Archeological Technician III		29.50
30030 - Cartographic Technician		29.50
30040 - Civil Engineering Technician		31.34
30051 - Cryogenic Technician I		32.67
30052 - Cryogenic Technician II		36.07
30061 - Drafter/CAD Operator I		21.29
30062 - Drafter/CAD Operator II		23.81
30063 - Drafter/CAD Operator III		26.54
30064 - Drafter/CAD Operator IV		32.67

30081 - Engineering Technician I		21.37
30082 - Engineering Technician II		23.98
30083 - Engineering Technician III		26.83
30084 - Engineering Technician IV		33.23
30085 - Engineering Technician V		40.64
30086 - Engineering Technician VI		49.17
30090 - Environmental Technician		25.01
30095 - Evidence Control Specialist		29.50
30210 - Laboratory Technician		28.53
30221 - Latent Fingerprint Technician I		32.67
30222 - Latent Fingerprint Technician II		36.07
30240 - Mathematical Technician		29.50
30361 - Paralegal/Legal Assistant I		24.65
30362 - Paralegal/Legal Assistant II		30.55
30363 - Paralegal/Legal Assistant III		37.36
30364 - Paralegal/Legal Assistant IV		45.20
30375 - Petroleum Supply Specialist		36.07
30390 - Photo-Optics Technician		29.50
30395 - Radiation Control Technician		36.07
30461 - Technical Writer I		35.94
30462 - Technical Writer II		43.96
30463 - Technical Writer III		53.17
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		32.67
30502 - Weather Forecaster II		39.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.54
30621 - Weather Observer, Senior	(see 2)	29.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		23.22
31030 - Bus Driver		27.79
31043 - Driver Courier		21.08
31260 - Parking and Lot Attendant		17.17
31290 - Shuttle Bus Driver		19.11
31310 - Taxi Driver		20.46
31361 - Truckdriver, Light		22.04
31362 - Truckdriver, Medium		22.89
31363 - Truckdriver, Heavy		28.29
31364 - Truckdriver, Tractor-Trailer		28.29
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		16.12
99050 - Desk Clerk		17.44
99095 - Embalmer		34.51
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		18.15
99252 - Laboratory Animal Caretaker II		18.97
99260 - Marketing Analyst		41.28
99310 - Mortician		34.51
99410 - Pest Controller		22.86
99510 - Photofinishing Worker		18.13
99710 - Recycling Laborer		26.84
99711 - Recycling Specialist		30.11
99730 - Refuse Collector		25.20
99810 - Sales Clerk		16.93
99820 - School Crossing Guard		21.12
99830 - Survey Party Chief		31.96
99831 - Surveying Aide		20.92

99832 - Surveying Technician	27.57
99840 - Vending Machine Attendant	28.01
99841 - Vending Machine Repairer	31.67
99842 - Vending Machine Repairer Helper	28.01

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 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))."""

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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.: 32
Date Of Last Revision: 3/30/2026

State: New Jersey

Area: New Jersey Counties of Middlesex

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.66
01012 - Accounting Clerk II		25.43
01013 - Accounting Clerk III		28.45
01020 - Administrative Assistant		40.03
01035 - Court Reporter		51.03
01041 - Customer Service Representative I		19.19
01042 - Customer Service Representative II		20.94
01043 - Customer Service Representative III		23.50
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		20.30
01191 - Order Clerk I		20.33
01192 - Order Clerk II		22.19
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		29.78
01290 - Rental Clerk		21.76
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	40.03
01420 - Survey Worker	25.70
01460 - Switchboard Operator/Receptionist	20.71
01531 - Travel Clerk I	21.86
01532 - Travel Clerk II	24.53
01533 - Travel Clerk III	27.44
01611 - Word Processor I	19.57
01612 - Word Processor II	21.97
01613 - Word Processor III	24.57
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	19.97
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.85
07041 - Cook I	22.29
07042 - Cook II	24.88
07070 - Dishwasher	17.31
07130 - Food Service Worker	17.65
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	20.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.54
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	23.24
09090 - Furniture Refinisher Helper	18.79
09110 - Furniture Repairer, Minor	21.14
09130 - Upholsterer	23.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.29
11060 - Elevator Operator	19.40
11090 - Gardener	26.40
11122 - Housekeeping Aide	19.40
11150 - Janitor	19.40
11210 - Laborer, Grounds Maintenance	21.71
11240 - Maid or Houseman	20.72
11260 - Pruner	20.18
11270 - Tractor Operator	24.85
11330 - Trail Maintenance Worker	21.71
11360 - Window Cleaner	20.87
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	31.40
12012 - Certified Occupational Therapist Assistant	35.79
12015 - Certified Physical Therapist Assistant	34.72

12020 - Dental Assistant		22.98
12025 - Dental Hygienist		49.83
12030 - EKG Technician		40.73
12035 - Electroneurodiagnostic Technologist		40.73
12040 - Emergency Medical Technician		24.60
12071 - Licensed Practical Nurse I		28.08
12072 - Licensed Practical Nurse II		31.40
12073 - Licensed Practical Nurse III		35.00
12100 - Medical Assistant		22.55
12130 - Medical Laboratory Technician		38.74
12160 - Medical Record Clerk		26.36
12190 - Medical Record Technician		29.49
12195 - Medical Transcriptionist		21.99
12210 - Nuclear Medicine Technologist		56.43
12221 - Nursing Assistant I		16.68
12222 - Nursing Assistant II		18.77
12223 - Nursing Assistant III		20.48
12224 - Nursing Assistant IV		22.99
12235 - Optical Dispenser		30.18
12236 - Optical Technician		20.31
12250 - Pharmacy Technician		20.90
12280 - Phlebotomist		23.48
12305 - Radiologic Technologist		47.04
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)		38.90
12320 - Substance Abuse Treatment Counselor		31.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		30.00
13012 - Exhibits Specialist II		37.16
13013 - Exhibits Specialist III		45.45
13041 - Illustrator I		31.66
13042 - Illustrator II		39.22
13043 - Illustrator III		47.41
13047 - Librarian		38.29
13050 - Library Aide/Clerk		17.97
13054 - Library Information Technology Systems Administrator		34.57
13058 - Library Technician		24.10
13061 - Media Specialist I		24.95
13062 - Media Specialist II		27.91
13063 - Media Specialist III		31.11
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		22.56
13110 - Video Teleconference Technician		33.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.88
14042 - Computer Operator II		31.18
14043 - Computer Operator III		34.75
14044 - Computer Operator IV		38.62
14045 - Computer Operator V		42.78
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		27.88
14160 - Personal Computer Support Technician		38.62
14170 - System Support Specialist		42.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.14
15020 - Aircrew Training Devices Instructor (Rated)		50.99
15030 - Air Crew Training Devices Instructor (Pilot)		61.13
15050 - Computer Based Training Specialist / Instructor		42.14
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		61.13
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.13
15086 - Maintenance Test Pilot, Rotary Wing		61.13
15088 - Non-Maintenance Test/Co-Pilot		61.13
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		20.00
16030 - Counter Attendant		20.00
16040 - Dry Cleaner		22.86
16070 - Finisher, Flatwork, Machine		20.00
16090 - Presser, Hand		20.00
16110 - Presser, Machine, Drycleaning		20.00
16130 - Presser, Machine, Shirts		20.00
16160 - Presser, Machine, Wearing Apparel, Laundry		20.00
16190 - Sewing Machine Operator		23.79
16220 - Tailor		24.75
16250 - Washer, Machine		20.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.58
19040 - Tool And Die Maker		36.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.97
21030 - Material Coordinator		29.78
21040 - Material Expediter		29.78
21050 - Material Handling Laborer		19.84
21071 - Order Filler		18.37
21080 - Production Line Worker (Food Processing)		22.97
21110 - Shipping Packer		22.33
21130 - Shipping/Receiving Clerk		22.33
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		22.97
21410 - Warehouse Specialist		22.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		49.20
23019 - Aircraft Logs and Records Technician		41.47
23021 - Aircraft Mechanic I		47.36
23022 - Aircraft Mechanic II		49.20
23023 - Aircraft Mechanic III		51.04
23040 - Aircraft Mechanic Helper		36.86
23050 - Aircraft, Painter		45.58

23060 - Aircraft Servicer	41.47
23070 - Aircraft Survival Flight Equipment Technician	45.58
23080 - Aircraft Worker	43.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	43.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	47.36
23110 - Appliance Mechanic	29.67
23120 - Bicycle Repairer	23.36
23125 - Cable Splicer	57.58
23130 - Carpenter, Maintenance	33.50
23140 - Carpet Layer	28.96
23160 - Electrician, Maintenance	40.52
23181 - Electronics Technician Maintenance I	36.95
23182 - Electronics Technician Maintenance II	38.54
23183 - Electronics Technician Maintenance III	40.04
23260 - Fabric Worker	46.09
23290 - Fire Alarm System Mechanic	32.56
23310 - Fire Extinguisher Repairer	33.12
23311 - Fuel Distribution System Mechanic	50.25
23312 - Fuel Distribution System Operator	41.55
23370 - General Maintenance Worker	28.32
23380 - Ground Support Equipment Mechanic	47.36
23381 - Ground Support Equipment Servicer	41.47
23382 - Ground Support Equipment Worker	43.70
23391 - Gunsmith I	33.12
23392 - Gunsmith II	36.97
23393 - Gunsmith III	40.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	35.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.00
23430 - Heavy Equipment Mechanic	36.87
23440 - Heavy Equipment Operator	46.90
23460 - Instrument Mechanic	34.01
23465 - Laboratory/Shelter Mechanic	38.55
23470 - Laborer	19.84
23510 - Locksmith	28.79
23530 - Machinery Maintenance Mechanic	34.91
23550 - Machinist, Maintenance	29.96
23580 - Maintenance Trades Helper	22.26
23591 - Metrology Technician I	34.01
23592 - Metrology Technician II	35.33
23593 - Metrology Technician III	36.65
23640 - Millwright	41.36
23710 - Office Appliance Repairer	30.06
23760 - Painter, Maintenance	28.45
23790 - Pipefitter, Maintenance	38.18
23810 - Plumber, Maintenance	36.75
23820 - Pneudraulic Systems Mechanic	40.06
23850 - Rigger	45.77
23870 - Scale Mechanic	36.97
23890 - Sheet-Metal Worker, Maintenance	37.19
23910 - Small Engine Mechanic	26.38
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	51.77
23960 - Welder, Combination, Maintenance	29.25
23965 - Well Driller	37.66
23970 - Woodcraft Worker	40.06
23980 - Woodworker	33.12

24000 - Personal Needs Occupations

24550 - Case Manager	22.78

24570 - Child Care Attendant		17.57
24580 - Child Care Center Clerk		21.90
24610 - Chore Aide		18.27
24620 - Family Readiness And Support Services Coordinator		22.78
24630 - Homemaker		22.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		49.94
25040 - Sewage Plant Operator		39.82
25070 - Stationary Engineer		49.94
25190 - Ventilation Equipment Tender		38.87
25210 - Water Treatment Plant Operator		39.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.58
27007 - Baggage Inspector		20.21
27008 - Corrections Officer		42.48
27010 - Court Security Officer		43.70
27030 - Detection Dog Handler		22.61
27040 - Detention Officer		42.48
27070 - Firefighter		48.42
27101 - Guard I		20.21
27102 - Guard II		22.61
27131 - Police Officer I		45.76
27132 - Police Officer II		50.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.02
28042 - Carnival Equipment Repairer		22.33
28043 - Carnival Worker		17.07
28210 - Gate Attendant/Gate Tender		22.60
28310 - Lifeguard		17.61
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		24.92
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)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		23.42
30022 - Archeological Technician II		26.20
30023 - Archeological Technician III		32.45
30030 - Cartographic Technician		32.45
30040 - Civil Engineering Technician		32.63
30051 - Cryogenic Technician I		35.94
30052 - Cryogenic Technician II		39.68
30061 - Drafter/CAD Operator I		23.42
30062 - Drafter/CAD Operator II		26.20
30063 - Drafter/CAD Operator III		29.20
30064 - Drafter/CAD Operator IV		35.94
30081 - Engineering Technician I		21.37

30082 - Engineering Technician II		23.98
30083 - Engineering Technician III		26.83
30084 - Engineering Technician IV		33.23
30085 - Engineering Technician V		40.64
30086 - Engineering Technician VI		49.17
30090 - Environmental Technician		28.63
30095 - Evidence Control Specialist		32.45
30210 - Laboratory Technician		28.58
30221 - Latent Fingerprint Technician I		34.45
30222 - Latent Fingerprint Technician II		38.05
30240 - Mathematical Technician		39.86
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		39.68
30390 - Photo-Optics Technician		32.45
30395 - Radiation Control Technician		39.68
30461 - Technical Writer I		32.85
30462 - Technical Writer II		40.18
30463 - Technical Writer III		48.61
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		35.94
30502 - Weather Forecaster II		43.72
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.20
30621 - Weather Observer, Senior	(see 2)	32.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		29.58
31030 - Bus Driver		38.09
31043 - Driver Courier		21.21
31260 - Parking and Lot Attendant		17.08
31290 - Shuttle Bus Driver		21.44
31310 - Taxi Driver		17.64
31361 - Truckdriver, Light		22.53
31362 - Truckdriver, Medium		23.86
31363 - Truckdriver, Heavy		31.36
31364 - Truckdriver, Tractor-Trailer		31.36
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		17.04
99050 - Desk Clerk		20.11
99095 - Embalmer		39.23
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		21.53
99252 - Laboratory Animal Caretaker II		22.87
99260 - Marketing Analyst		46.81
99310 - Mortician		36.79
99410 - Pest Controller		23.29
99510 - Photofinishing Worker		27.69
99710 - Recycling Laborer		33.83
99711 - Recycling Specialist		38.72
99730 - Refuse Collector		31.43
99810 - Sales Clerk		17.96
99820 - School Crossing Guard		21.03
99830 - Survey Party Chief		37.74
99831 - Surveying Aide		22.87
99832 - Surveying Technician		30.18

99840 - Vending Machine Attendant	28.36
99841 - Vending Machine Repairer	33.98
99842 - Vending Machine Repairer Helper	28.69

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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))."""

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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.: 2015-4195
Revision No.: 32
Date Of Last Revision: 3/30/2026

State: New Jersey

Area: New Jersey Counties of Monmouth and Ocean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.66
01012 - Accounting Clerk II		25.43
01013 - Accounting Clerk III		28.45
01020 - Administrative Assistant		40.03
01035 - Court Reporter		51.03
01041 - Customer Service Representative I		19.19
01042 - Customer Service Representative II		20.94
01043 - Customer Service Representative III		23.50
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		20.30
01191 - Order Clerk I		19.88
01192 - Order Clerk II		21.69
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		29.78
01290 - Rental Clerk		21.76
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	40.03
01420 - Survey Worker	25.70
01460 - Switchboard Operator/Receptionist	20.71
01531 - Travel Clerk I	21.86
01532 - Travel Clerk II	24.53
01533 - Travel Clerk III	27.44
01611 - Word Processor I	19.57
01612 - Word Processor II	21.97
01613 - Word Processor III	24.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.01
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	19.97
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.85
07041 - Cook I	22.29
07042 - Cook II	24.88
07070 - Dishwasher	17.31
07130 - Food Service Worker	17.65
07210 - Meat Cutter	21.38
07260 - Waiter/Waitress	20.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.54
09040 - Furniture Handler	16.41
09080 - Furniture Refinisher	22.53
09090 - Furniture Refinisher Helper	18.21
09110 - Furniture Repairer, Minor	20.49
09130 - Upholsterer	23.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.29
11060 - Elevator Operator	19.40
11090 - Gardener	26.40
11122 - Housekeeping Aide	19.40
11150 - Janitor	19.40
11210 - Laborer, Grounds Maintenance	21.71
11240 - Maid or Houseman	20.72
11260 - Pruner	20.18
11270 - Tractor Operator	24.85
11330 - Trail Maintenance Worker	21.71
11360 - Window Cleaner	20.87
12000 - Health Occupations	
12010 - Ambulance Driver	24.39
12011 - Breath Alcohol Technician	31.40
12012 - Certified Occupational Therapist Assistant	35.79
12015 - Certified Physical Therapist Assistant	34.72

12020 - Dental Assistant		22.98
12025 - Dental Hygienist		49.83
12030 - EKG Technician		40.73
12035 - Electroneurodiagnostic Technologist		40.73
12040 - Emergency Medical Technician		24.39
12071 - Licensed Practical Nurse I		28.08
12072 - Licensed Practical Nurse II		31.40
12073 - Licensed Practical Nurse III		35.00
12100 - Medical Assistant		22.55
12130 - Medical Laboratory Technician		38.74
12160 - Medical Record Clerk		26.36
12190 - Medical Record Technician		29.49
12195 - Medical Transcriptionist		21.99
12210 - Nuclear Medicine Technologist		56.43
12221 - Nursing Assistant I		16.68
12222 - Nursing Assistant II		18.77
12223 - Nursing Assistant III		20.48
12224 - Nursing Assistant IV		22.99
12235 - Optical Dispenser		30.18
12236 - Optical Technician		20.31
12250 - Pharmacy Technician		20.90
12280 - Phlebotomist		23.48
12305 - Radiologic Technologist		47.04
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)		38.90
12320 - Substance Abuse Treatment Counselor		31.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		30.00
13012 - Exhibits Specialist II		37.16
13013 - Exhibits Specialist III		45.45
13041 - Illustrator I		32.71
13042 - Illustrator II		40.20
13043 - Illustrator III		49.20
13047 - Librarian		38.29
13050 - Library Aide/Clerk		17.97
13054 - Library Information Technology Systems Administrator		34.57
13058 - Library Technician		23.36
13061 - Media Specialist I		24.95
13062 - Media Specialist II		27.91
13063 - Media Specialist III		31.11
13071 - Photographer I		22.76
13072 - Photographer II		25.46
13073 - Photographer III		31.90
13074 - Photographer IV		38.59
13075 - Photographer V		46.69
13090 - Technical Order Library Clerk		22.56
13110 - Video Teleconference Technician		33.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.88
14042 - Computer Operator II		31.18
14043 - Computer Operator III		34.75
14044 - Computer Operator IV		38.62
14045 - Computer Operator V		42.78
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		27.88
14160 - Personal Computer Support Technician		38.62
14170 - System Support Specialist		42.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.14
15020 - Aircrew Training Devices Instructor (Rated)		50.99
15030 - Air Crew Training Devices Instructor (Pilot)		61.13
15050 - Computer Based Training Specialist / Instructor		42.14
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		61.13
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.13
15086 - Maintenance Test Pilot, Rotary Wing		61.13
15088 - Non-Maintenance Test/Co-Pilot		61.13
15090 - Technical Instructor		30.95
15095 - Technical Instructor/Course Developer		37.85
15110 - Test Proctor		24.99
15120 - Tutor		24.99
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		20.00
16030 - Counter Attendant		20.00
16040 - Dry Cleaner		22.86
16070 - Finisher, Flatwork, Machine		20.00
16090 - Presser, Hand		20.00
16110 - Presser, Machine, Drycleaning		20.00
16130 - Presser, Machine, Shirts		20.00
16160 - Presser, Machine, Wearing Apparel, Laundry		20.00
16190 - Sewing Machine Operator		23.79
16220 - Tailor		24.75
16250 - Washer, Machine		20.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.58
19040 - Tool And Die Maker		36.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.97
21030 - Material Coordinator		29.78
21040 - Material Expediter		29.78
21050 - Material Handling Laborer		19.84
21071 - Order Filler		18.37
21080 - Production Line Worker (Food Processing)		22.97
21110 - Shipping Packer		22.33
21130 - Shipping/Receiving Clerk		22.33
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		22.97
21410 - Warehouse Specialist		22.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		49.20
23019 - Aircraft Logs and Records Technician		41.47
23021 - Aircraft Mechanic I		47.36
23022 - Aircraft Mechanic II		49.20
23023 - Aircraft Mechanic III		51.04
23040 - Aircraft Mechanic Helper		36.86
23050 - Aircraft, Painter		45.58

23060 - Aircraft Servicer	41.47
23070 - Aircraft Survival Flight Equipment Technician	45.58
23080 - Aircraft Worker	43.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	43.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	47.36
23110 - Appliance Mechanic	29.67
23120 - Bicycle Repairer	23.36
23125 - Cable Splicer	57.58
23130 - Carpenter, Maintenance	33.50
23140 - Carpet Layer	28.96
23160 - Electrician, Maintenance	40.52
23181 - Electronics Technician Maintenance I	36.95
23182 - Electronics Technician Maintenance II	38.54
23183 - Electronics Technician Maintenance III	40.04
23260 - Fabric Worker	46.09
23290 - Fire Alarm System Mechanic	32.56
23310 - Fire Extinguisher Repairer	33.12
23311 - Fuel Distribution System Mechanic	50.25
23312 - Fuel Distribution System Operator	41.55
23370 - General Maintenance Worker	28.32
23380 - Ground Support Equipment Mechanic	47.36
23381 - Ground Support Equipment Servicer	41.47
23382 - Ground Support Equipment Worker	43.70
23391 - Gunsmith I	33.12
23392 - Gunsmith II	36.97
23393 - Gunsmith III	40.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	35.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.00
23430 - Heavy Equipment Mechanic	36.87
23440 - Heavy Equipment Operator	46.90
23460 - Instrument Mechanic	34.01
23465 - Laboratory/Shelter Mechanic	38.55
23470 - Laborer	19.84
23510 - Locksmith	28.79
23530 - Machinery Maintenance Mechanic	34.91
23550 - Machinist, Maintenance	29.96
23580 - Maintenance Trades Helper	22.26
23591 - Metrology Technician I	34.01
23592 - Metrology Technician II	35.33
23593 - Metrology Technician III	36.65
23640 - Millwright	41.36
23710 - Office Appliance Repairer	30.06
23760 - Painter, Maintenance	28.10
23790 - Pipefitter, Maintenance	38.18
23810 - Plumber, Maintenance	36.75
23820 - Pneudraulic Systems Mechanic	40.06
23850 - Rigger	45.77
23870 - Scale Mechanic	36.97
23890 - Sheet-Metal Worker, Maintenance	37.19
23910 - Small Engine Mechanic	26.38
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	51.77
23960 - Welder, Combination, Maintenance	29.25
23965 - Well Driller	37.66
23970 - Woodcraft Worker	40.06
23980 - Woodworker	33.12

24000 - Personal Needs Occupations

24550 - Case Manager	22.78

24570 - Child Care Attendant		17.57
24580 - Child Care Center Clerk		21.90
24610 - Chore Aide		18.27
24620 - Family Readiness And Support Services Coordinator		22.78
24630 - Homemaker		22.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		49.94
25040 - Sewage Plant Operator		39.82
25070 - Stationary Engineer		49.94
25190 - Ventilation Equipment Tender		38.87
25210 - Water Treatment Plant Operator		39.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.58
27007 - Baggage Inspector		20.21
27008 - Corrections Officer		42.48
27010 - Court Security Officer		43.70
27030 - Detection Dog Handler		22.61
27040 - Detention Officer		42.48
27070 - Firefighter		48.42
27101 - Guard I		20.21
27102 - Guard II		22.61
27131 - Police Officer I		45.76
27132 - Police Officer II		50.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.02
28042 - Carnival Equipment Repairer		22.33
28043 - Carnival Worker		17.07
28210 - Gate Attendant/Gate Tender		22.60
28310 - Lifeguard		17.61
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		24.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		44.51
29020 - Hatch Tender		44.51
29030 - Line Handler		44.51
29041 - Stevedore I		41.27
29042 - Stevedore II		45.37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		23.42
30022 - Archeological Technician II		26.20
30023 - Archeological Technician III		32.45
30030 - Cartographic Technician		32.45
30040 - Civil Engineering Technician		32.63
30051 - Cryogenic Technician I		35.94
30052 - Cryogenic Technician II		39.68
30061 - Drafter/CAD Operator I		23.42
30062 - Drafter/CAD Operator II		26.20
30063 - Drafter/CAD Operator III		29.20
30064 - Drafter/CAD Operator IV		35.94
30081 - Engineering Technician I		21.37

30082 - Engineering Technician II		23.98
30083 - Engineering Technician III		26.83
30084 - Engineering Technician IV		33.23
30085 - Engineering Technician V		40.64
30086 - Engineering Technician VI		49.17
30090 - Environmental Technician		28.63
30095 - Evidence Control Specialist		32.45
30210 - Laboratory Technician		28.58
30221 - Latent Fingerprint Technician I		34.45
30222 - Latent Fingerprint Technician II		38.05
30240 - Mathematical Technician		39.86
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		39.68
30390 - Photo-Optics Technician		32.45
30395 - Radiation Control Technician		39.68
30461 - Technical Writer I		32.85
30462 - Technical Writer II		40.18
30463 - Technical Writer III		48.61
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		35.94
30502 - Weather Forecaster II		43.72
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.20
30621 - Weather Observer, Senior	(see 2)	32.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		29.58
31030 - Bus Driver		38.09
31043 - Driver Courier		21.21
31260 - Parking and Lot Attendant		17.08
31290 - Shuttle Bus Driver		21.44
31310 - Taxi Driver		17.64
31361 - Truckdriver, Light		22.53
31362 - Truckdriver, Medium		23.86
31363 - Truckdriver, Heavy		31.36
31364 - Truckdriver, Tractor-Trailer		31.36
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		17.04
99050 - Desk Clerk		20.11
99095 - Embalmer		39.23
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		21.53
99252 - Laboratory Animal Caretaker II		22.87
99260 - Marketing Analyst		46.81
99310 - Mortician		36.79
99410 - Pest Controller		23.29
99510 - Photofinishing Worker		27.69
99710 - Recycling Laborer		33.83
99711 - Recycling Specialist		38.72
99730 - Refuse Collector		31.43
99810 - Sales Clerk		17.96
99820 - School Crossing Guard		21.03
99830 - Survey Party Chief		31.72
99831 - Surveying Aide		18.90
99832 - Surveying Technician		30.18

99840 - Vending Machine Attendant	28.92
99841 - Vending Machine Repairer	34.29
99842 - Vending Machine Repairer Helper	28.92

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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))."""

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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.: 2015-4203
Revision No.: 33
Date Of Last Revision: 3/30/2026

State: New Jersey

Area: New Jersey Counties of Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.21
01012 - Accounting Clerk II		21.57
01013 - Accounting Clerk III		24.12
01020 - Administrative Assistant		30.93
01035 - Court Reporter		30.93
01041 - Customer Service Representative I		17.87
01042 - Customer Service Representative II		19.50
01043 - Customer Service Representative III		21.89
01051 - Data Entry Operator I		16.62
01052 - Data Entry Operator II		18.14
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		18.97
01090 - Duplicating Machine Operator		18.97
01111 - General Clerk I		17.38
01112 - General Clerk II		18.97
01113 - General Clerk III		21.29
01120 - Housing Referral Assistant		27.65
01141 - Messenger Courier		18.51
01191 - Order Clerk I		19.09
01192 - Order Clerk II		22.30
01261 - Personnel Assistant (Employment) I		21.26
01262 - Personnel Assistant (Employment) II		23.78
01263 - Personnel Assistant (Employment) III		26.50
01270 - Production Control Clerk		28.00
01290 - Rental Clerk		19.28
01300 - Scheduler, Maintenance		22.18
01311 - Secretary I		22.18

01312 - Secretary II	24.82
01313 - Secretary III	27.65
01320 - Service Order Dispatcher	20.41
01410 - Supply Technician	30.93
01420 - Survey Worker	21.90
01460 - Switchboard Operator/Receptionist	17.62
01531 - Travel Clerk I	19.14
01532 - Travel Clerk II	21.48
01533 - Travel Clerk III	24.02
01611 - Word Processor I	19.22
01612 - Word Processor II	21.57
01613 - Word Processor III	24.13
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	18.65
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	18.47
07042 - Cook II	19.98
07070 - Dishwasher	14.43
07130 - Food Service Worker	15.13
07210 - Meat Cutter	19.68
07260 - Waiter/Waitress	15.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.88
09040 - Furniture Handler	17.04
09080 - Furniture Refinisher	22.41
09090 - Furniture Refinisher Helper	19.12
09110 - Furniture Repairer, Minor	20.76
09130 - Upholsterer	23.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.48
11060 - Elevator Operator	17.41
11090 - Gardener	21.62
11122 - Housekeeping Aide	17.58
11150 - Janitor	17.58
11210 - Laborer, Grounds Maintenance	18.44
11240 - Maid or Houseman	16.85
11260 - Pruner	17.31
11270 - Tractor Operator	20.68
11330 - Trail Maintenance Worker	18.44
11360 - Window Cleaner	18.73
12000 - Health Occupations	
12010 - Ambulance Driver	22.50
12011 - Breath Alcohol Technician	26.83
12012 - Certified Occupational Therapist Assistant	30.07
12015 - Certified Physical Therapist Assistant	30.33

12020 - Dental Assistant		23.43
12025 - Dental Hygienist		40.34
12030 - EKG Technician		35.34
12035 - Electroneurodiagnostic Technologist		35.34
12040 - Emergency Medical Technician		22.50
12071 - Licensed Practical Nurse I		23.99
12072 - Licensed Practical Nurse II		26.83
12073 - Licensed Practical Nurse III		29.90
12100 - Medical Assistant		20.91
12130 - Medical Laboratory Technician		29.81
12160 - Medical Record Clerk		20.43
12190 - Medical Record Technician		22.85
12195 - Medical Transcriptionist		21.69
12210 - Nuclear Medicine Technologist		41.50
12221 - Nursing Assistant I		15.44
12222 - Nursing Assistant II		17.37
12223 - Nursing Assistant III		18.96
12224 - Nursing Assistant IV		21.28
12235 - Optical Dispenser		24.64
12236 - Optical Technician		23.99
12250 - Pharmacy Technician		18.00
12280 - Phlebotomist		20.88
12305 - Radiologic Technologist		34.52
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		39.50
12313 - Registered Nurse II, Specialist		39.50
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)		33.23
12320 - Substance Abuse Treatment Counselor		27.47
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 Administrator		32.65
13058 - Library Technician		24.10
13061 - Media Specialist I		20.90
13062 - Media Specialist II		23.32
13063 - Media Specialist III		26.00
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		19.00
13110 - Video Teleconference Technician		28.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.60
14042 - Computer Operator II		25.27
14043 - Computer Operator III		28.17
14044 - Computer Operator IV		31.32
14045 - Computer Operator V		34.68
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		22.60
14160 - Personal Computer Support Technician		31.32
14170 - System Support Specialist		34.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		47.13
15030 - Air Crew Training Devices Instructor (Pilot)		56.51
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		34.94
15070 - Flight Instructor (Pilot)		56.51
15080 - Graphic Artist		33.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		56.51
15086 - Maintenance Test Pilot, Rotary Wing		56.51
15088 - Non-Maintenance Test/Co-Pilot		56.51
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		16.95
16030 - Counter Attendant		16.95
16040 - Dry Cleaner		19.38
16070 - Finisher, Flatwork, Machine		16.95
16090 - Presser, Hand		16.95
16110 - Presser, Machine, Drycleaning		16.95
16130 - Presser, Machine, Shirts		16.95
16160 - Presser, Machine, Wearing Apparel, Laundry		16.95
16190 - Sewing Machine Operator		20.19
16220 - Tailor		21.00
16250 - Washer, Machine		17.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.28
19040 - Tool And Die Maker		29.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.61
21030 - Material Coordinator		28.00
21040 - Material Expediter		28.00
21050 - Material Handling Laborer		20.00
21071 - Order Filler		18.62
21080 - Production Line Worker (Food Processing)		23.61
21110 - Shipping Packer		22.39
21130 - Shipping/Receiving Clerk		22.39
21140 - Store Worker I		21.95
21150 - Stock Clerk		26.46
21210 - Tools And Parts Attendant		23.61
21410 - Warehouse Specialist		23.61
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.91
23019 - Aircraft Logs and Records Technician		31.92
23021 - Aircraft Mechanic I		35.64
23022 - Aircraft Mechanic II		36.91
23023 - Aircraft Mechanic III		38.05
23040 - Aircraft Mechanic Helper		29.40
23050 - Aircraft, Painter		34.46

23060 - Aircraft Servicer	31.92
23070 - Aircraft Survival Flight Equipment Technician	34.46
23080 - Aircraft Worker	33.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.64
23110 - Appliance Mechanic	28.11
23120 - Bicycle Repairer	28.98
23125 - Cable Splicer	51.85
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	31.01
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	31.98
23182 - Electronics Technician Maintenance II	33.16
23183 - Electronics Technician Maintenance III	34.29
23260 - Fabric Worker	30.10
23290 - Fire Alarm System Mechanic	28.71
23310 - Fire Extinguisher Repairer	28.98
23311 - Fuel Distribution System Mechanic	37.39
23312 - Fuel Distribution System Operator	32.25
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	35.64
23381 - Ground Support Equipment Servicer	31.92
23382 - Ground Support Equipment Worker	33.25
23391 - Gunsmith I	28.98
23392 - Gunsmith II	31.34
23393 - Gunsmith III	33.60
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.91
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.98
23430 - Heavy Equipment Mechanic	29.44
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	33.60
23465 - Laboratory/Shelter Mechanic	32.49
23470 - Laborer	20.00
23510 - Locksmith	32.49
23530 - Machinery Maintenance Mechanic	33.80
23550 - Machinist, Maintenance	26.96
23580 - Maintenance Trades Helper	16.63
23591 - Metrology Technician I	33.60
23592 - Metrology Technician II	34.80
23593 - Metrology Technician III	35.88
23640 - Millwright	31.22
23710 - Office Appliance Repairer	23.59
23760 - Painter, Maintenance	26.69
23790 - Pipefitter, Maintenance	33.20
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	33.60
23850 - Rigger	33.60
23870 - Scale Mechanic	31.34
23890 - Sheet-Metal Worker, Maintenance	37.79
23910 - Small Engine Mechanic	22.24
23931 - Telecommunications Mechanic I	35.20
23932 - Telecommunications Mechanic II	36.45
23950 - Telephone Lineman	44.60
23960 - Welder, Combination, Maintenance	25.56
23965 - Well Driller	33.60
23970 - Woodcraft Worker	33.60
23980 - Woodworker	28.98

24000 - Personal Needs Occupations

24550 - Case Manager	20.81

24570 - Child Care Attendant		14.92
24580 - Child Care Center Clerk		18.60
24610 - Chore Aide		14.36
24620 - Family Readiness And Support Services Coordinator		20.81
24630 - Homemaker		21.63
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.54
25040 - Sewage Plant Operator		30.06
25070 - Stationary Engineer		31.54
25190 - Ventilation Equipment Tender		26.02
25210 - Water Treatment Plant Operator		30.06
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.32
27007 - Baggage Inspector		17.98
27008 - Corrections Officer		30.97
27010 - Court Security Officer		31.82
27030 - Detection Dog Handler		19.47
27040 - Detention Officer		30.97
27070 - Firefighter		38.61
27101 - Guard I		17.98
27102 - Guard II		19.47
27131 - Police Officer I		37.22
27132 - Police Officer II		41.37
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.07
28042 - Carnival Equipment Repairer		16.74
28043 - Carnival Worker		13.27
28210 - Gate Attendant/Gate Tender		19.70
28310 - Lifeguard		14.40
28350 - Park Attendant (Aide)		22.03
28510 - Recreation Aide/Health Facility Attendant		16.08
28515 - Recreation Specialist		27.29
28630 - Sports Official		17.55
28690 - Swimming Pool Operator		17.63
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.64
29020 - Hatch Tender		27.64
29030 - Line Handler		27.64
29041 - Stevedore I		26.44
29042 - Stevedore II		30.32
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		24.31
30022 - Archeological Technician II		27.20
30023 - Archeological Technician III		33.69
30030 - Cartographic Technician		33.69
30040 - Civil Engineering Technician		30.87
30051 - Cryogenic Technician I		36.23
30052 - Cryogenic Technician II		40.03
30061 - Drafter/CAD Operator I		24.31
30062 - Drafter/CAD Operator II		27.20
30063 - Drafter/CAD Operator III		30.31
30064 - Drafter/CAD Operator IV		37.31
30081 - Engineering Technician I		19.39

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		27.10
30095 - Evidence Control Specialist		32.74
30210 - Laboratory Technician		29.01
30221 - Latent Fingerprint Technician I		32.94
30222 - Latent Fingerprint Technician II		36.39
30240 - Mathematical Technician		33.69
30361 - Paralegal/Legal Assistant I		25.94
30362 - Paralegal/Legal Assistant II		32.14
30363 - Paralegal/Legal Assistant III		39.31
30364 - Paralegal/Legal Assistant IV		47.55
30375 - Petroleum Supply Specialist		40.03
30390 - Photo-Optics Technician		33.69
30395 - Radiation Control Technician		40.03
30461 - Technical Writer I		30.30
30462 - Technical Writer II		37.06
30463 - Technical Writer III		44.84
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		37.31
30502 - Weather Forecaster II		45.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.31
30621 - Weather Observer, Senior	(see 2)	33.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		21.36
31030 - Bus Driver		26.01
31043 - Driver Courier		19.18
31260 - Parking and Lot Attendant		15.70
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		14.74
31361 - Truckdriver, Light		20.06
31362 - Truckdriver, Medium		20.85
31363 - Truckdriver, Heavy		29.33
31364 - Truckdriver, Tractor-Trailer		29.33
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		14.48
99050 - Desk Clerk		15.54
99095 - Embalmer		34.44
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		17.77
99252 - Laboratory Animal Caretaker II		18.58
99260 - Marketing Analyst		30.29
99310 - Mortician		34.44
99410 - Pest Controller		22.50
99510 - Photofinishing Worker		18.13
99710 - Recycling Laborer		21.76
99711 - Recycling Specialist		24.88
99730 - Refuse Collector		20.25
99810 - Sales Clerk		15.51
99820 - School Crossing Guard		17.69
99830 - Survey Party Chief		35.99
99831 - Surveying Aide		21.83
99832 - Surveying Technician		28.78

99840 - Vending Machine Attendant	19.18
99841 - Vending Machine Repairer	23.21
99842 - Vending Machine Repairer Helper	19.59

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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))."""