REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4189

Daniel W. Simms Division of | Revision No.: 35

Director Wage Determinations| Date Of Last Revision: 7/30/2026

State: New Jersey

Area: New Jersey Counties of Atlantic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.32
01012 - Accounting Clerk II		21.68
01013 - Accounting Clerk III		24.25
01020 - Administrative Assistant		37.25
01035 - Court Reporter		22.70

01041 - Customer Service Representative I	17.25
01042 - Customer Service Representative II	18.82
01043 - Customer Service Representative III	21.12
01051 - Data Entry Operator I	19.63
01052 - Data Entry Operator II	21.42
01060 - Dispatcher, Motor Vehicle	24.47
01070 - Document Preparation Clerk	18.08
01090 - Duplicating Machine Operator	18.08
01111 - General Clerk I	18.05
01112 - General Clerk II	19.70
01113 - General Clerk III	22.10
01120 - Housing Referral Assistant	25.31
01141 - Messenger Courier	17.81
01191 - Order Clerk I	18.88
01192 - Order Clerk II	20.60
01261 - Personnel Assistant (Employment) I	20.56
01262 - Personnel Assistant (Employment) II	23.00
01263 - Personnel Assistant (Employment) III	25.63
01270 - Production Control Clerk	26.80
01290 - Rental Clerk	22.37
01300 - Scheduler, Maintenance	20.29
01311 - Secretary I	20.29
01312 - Secretary II	22.70
01313 - Secretary III	25.31
01320 - Service Order Dispatcher	21.88
01410 - Supply Technician	37.25

01420 - Survey Worker 19.11

01460 - Switchboard Operator/Receptionist 18.83

01531 - Travel Clerk I 18.08

01532 - Travel Clerk II 20.29

01533 - Travel Clerk III 22.70

01611 - Word Processor I 19.92

01612 - Word Processor II 22.35

01613 - Word Processor III 25.00

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 31.86

05010 - Automotive Electrician 25.52

05040 - Automotive Glass Installer 24.61

05070 - Automotive Worker 24.63

05110 - Mobile Equipment Servicer 22.80

05130 - Motor Equipment Metal Mechanic 26.43

05160 - Motor Equipment Metal Worker 24.63

05190 - Motor Vehicle Mechanic 26.43

05220 - Motor Vehicle Mechanic Helper 21.76

05250 - Motor Vehicle Upholstery Worker 23.69

05280 - Motor Vehicle Wrecker 24.63

05310 - Painter, Automotive 25.52

05340 - Radiator Repair Specialist 24.63

05370 - Tire Repairer 22.75

05400 - Transmission Repair Specialist 26.43

07000 - Food Preparation And Service Occupations

07010 - Baker 18.12

07041 - Cook I 19.98

07042 - Cook II 21.58

07070 - Dishwasher 17.84

07130 - Food Service Worker 17.21

07210 - Meat Cutter 22.30

07260 - Waiter/Waitress 18.35

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 28.74

09040 - Furniture Handler 21.88

09080 - Furniture Refinisher 28.74

09090 - Furniture Refinisher Helper 24.51

09110 - Furniture Repairer, Minor 26.68

09130 - Upholsterer 28.74

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 16.45

11060 - Elevator Operator 19.00

11090 - Gardener 21.69

11122 - Housekeeping Aide 19.00

11150 - Janitor 19.00

11210 - Laborer, Grounds Maintenance 18.49

11240 - Maid or Houseman 19.55

11260 - Pruner 17.33

11270 - Tractor Operator 20.71

11330 - Trail Maintenance Worker 18.49

11360 - Window Cleaner 20.27

12000 - Health Occupations

12010 - Ambulance Driver 22.63

12011 - Breath Alcohol Technician 29.82

12012 - Certified Occupational Therapist Assistant 40.91

12015 - Certified Physical Therapist Assistant 35.90

12020 - Dental Assistant 23.88

12025 - Dental Hygienist 48.65

12030 - EKG Technician 40.98

12035 - Electroneurodiagnostic Technologist 40.98

12040 - Emergency Medical Technician 22.63

12071 - Licensed Practical Nurse I 26.65

12072 - Licensed Practical Nurse II 29.82

12073 - Licensed Practical Nurse III 33.25

12100 - Medical Assistant 21.95

12130 - Medical Laboratory Technician 37.95

12160 - Medical Record Clerk 26.31

12190 - Medical Record Technician 31.13

12195 - Medical Transcriptionist 25.73

12210 - Nuclear Medicine Technologist 65.53

12221 - Nursing Assistant I 15.46

12222 - Nursing Assistant II 17.39

12223 - Nursing Assistant III 18.98

12224 - Nursing Assistant IV 21.30

12235 - Optical Dispenser 34.34

12236 - Optical Technician 26.65

12250 - Pharmacy Technician 21.45

12280 - Phlebotomist 23.09

12305 - Radiologic Technologist 39.13

12311 - Registered Nurse I 30.02

12312 - Registered Nurse II 36.73

12313 - Registered Nurse II, Specialist 36.73

12314 - Registered Nurse III 44.43

12315 - Registered Nurse III, Anesthetist 44.43

12316 - Registered Nurse IV 53.25

12317 - Scheduler (Drug and Alcohol Testing) 36.93

12320 - Substance Abuse Treatment Counselor 26.92

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 27.19

13012 - Exhibits Specialist II 33.69

13013 - Exhibits Specialist III 41.21

13041 - Illustrator I 27.19

13042 - Illustrator II 33.69

13043 - Illustrator III 41.21

13047 - Librarian 37.31

13050 - Library Aide/Clerk 19.53

13054 - Library Information Technology Systems

Administrator 33.69

13058 - Library Technician 27.19

13061 - Media Specialist I 24.31

13062 - Media Specialist II 27.19

13063 - Media Specialist III 30.32

13071 - Photographer I 19.88

13072 - Photographer II 22.59

13073 - Photographer III 28.21

13074 - Photographer IV 33.68

13075 - Photographer V 40.77

13090 - Technical Order Library Clerk 24.52

13110 - Video Teleconference Technician 38.28

14000 - Information Technology Occupations

14041 - Computer Operator I 21.86

14042 - Computer Operator II 24.46

14043 - Computer Operator III 27.27

14044 - Computer Operator IV 30.31

14045 - Computer Operator V 33.56

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 21.86

14160 - Personal Computer Support Technician 30.31

14170 - System Support Specialist 40.06

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor

(Non-Rated) 37.44

15020 - Aircrew Training Devices Instructor (Rated) 45.31

15030 - Air Crew Training Devices Instructor

(Pilot) 54.31

15050 - Computer Based Training Specialist /

Instructor 37.44

15060 - Educational Technologist 46.60

15070 - Flight Instructor (Pilot) 54.31

15080 - Graphic Artist 32.21

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 54.31

15086 - Maintenance Test Pilot, Rotary Wing 54.31

15088 - Non-Maintenance Test/Co-Pilot 54.31

15090 - Technical Instructor 29.12

15095 - Technical Instructor/Course Developer 35.62

15110 - Test Proctor 23.50

15120 - Tutor 23.50

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

16010 - Assembler 17.41

16030 - Counter Attendant 17.41

16040 - Dry Cleaner 19.90

16070 - Finisher, Flatwork, Machine 17.41

16090 - Presser, Hand 17.41

16110 - Presser, Machine, Drycleaning 17.41

16130 - Presser, Machine, Shirts 17.41

16160 - Presser, Machine, Wearing Apparel, Laundry 17.41

16190 - Sewing Machine Operator 20.73

16220 - Tailor 21.56

16250 - Washer, Machine 18.24

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 36.38

19040 - Tool And Die Maker 41.65

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 26.30

21030 - Material Coordinator 26.80

21040 - Material Expediter 26.80

21050 - Material Handling Laborer 18.23

21071 - Order Filler 17.63

21080 - Production Line Worker (Food Processing) 26.30

21110 - Shipping Packer 20.39

21130 - Shipping/Receiving Clerk 20.39

21140 - Store Worker I 21.32

21150 - Stock Clerk 25.76

21210 - Tools And Parts Attendant 26.30

21410 - Warehouse Specialist 26.30

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 39.60

23019 - Aircraft Logs and Records Technician 34.17

23021 - Aircraft Mechanic I 38.10

23022 - Aircraft Mechanic II 39.60

23023 - Aircraft Mechanic III 40.85

23040 - Aircraft Mechanic Helper 31.38

23050 - Aircraft, Painter 36.81

23060 - Aircraft Servicer 34.17

23070 - Aircraft Survival Flight Equipment

Technician 36.81

23080 - Aircraft Worker 35.52

23091 - Aircrew Life Support Equipment (ALSE)

Mechanic I 35.52

23092 - Aircrew Life Support Equipment (ALSE)

Mechanic II 38.10

23110 - Appliance Mechanic 36.38

23120 - Bicycle Repairer 32.50

23125 - Cable Splicer 39.55

23130 - Carpenter, Maintenance 37.58

23140 - Carpet Layer 33.51

23160 - Electrician, Maintenance 31.59

23181 - Electronics Technician Maintenance I 35.98

23182 - Electronics Technician Maintenance II 37.29

23183 - Electronics Technician Maintenance III 38.61

23260 - Fabric Worker 33.78

23290 - Fire Alarm System Mechanic 33.50

23310 - Fire Extinguisher Repairer 32.50

23311 - Fuel Distribution System Mechanic 41.35

23312 - Fuel Distribution System Operator 35.67

23370 - General Maintenance Worker 23.29

23380 - Ground Support Equipment Mechanic 38.10

23381 - Ground Support Equipment Servicer 34.17

23382 - Ground Support Equipment Worker 35.52

23391 - Gunsmith I 32.50

23392 - Gunsmith II 35.11

23393 - Gunsmith III 37.67

23410 - Heating, Ventilation And Air-Conditioning

Mechanic 29.90

23411 - Heating, Ventilation And Air Contidioning

Mechanic (Research Facility) 31.08

23430 - Heavy Equipment Mechanic 38.25

23440 - Heavy Equipment Operator 44.81

23460 - Instrument Mechanic 37.67

23465 - Laboratory/Shelter Mechanic 36.38

23470 - Laborer 18.23

23510 - Locksmith 33.71

23530 - Machinery Maintenance Mechanic 31.88

23550 - Machinist, Maintenance 35.95

23580 - Maintenance Trades Helper 18.90

23591 - Metrology Technician I 37.67

23592 - Metrology Technician II 39.16

23593 - Metrology Technician III 40.39

23640 - Millwright 37.67

23710 - Office Appliance Repairer 35.28

23760 - Painter, Maintenance 28.05

23790 - Pipefitter, Maintenance 31.96

23810 - Plumber, Maintenance 30.87

23820 - Pneudraulic Systems Mechanic 37.67

23850 - Rigger 37.67

23870 - Scale Mechanic 35.11

23890 - Sheet-Metal Worker, Maintenance 39.55

23910 - Small Engine Mechanic 30.81

23931 - Telecommunications Mechanic I 35.51

23932 - Telecommunications Mechanic II 36.91

23950 - Telephone Lineman 43.57

23960 - Welder, Combination, Maintenance 30.24

23965 - Well Driller 37.67

23970 - Woodcraft Worker 37.67

23980 - Woodworker 32.50

24000 - Personal Needs Occupations

24550 - Case Manager 22.29

24570 - Child Care Attendant 16.61

24580 - Child Care Center Clerk 20.72

24610 - Chore Aide 17.83

24620 - Family Readiness And Support Services

Coordinator 22.29

24630 - Homemaker 22.29

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 32.96

25040 - Sewage Plant Operator 34.00

25070 - Stationary Engineer 32.96

25190 - Ventilation Equipment Tender 27.15

25210 - Water Treatment Plant Operator 34.00

27000 - Protective Service Occupations

27004 - Alarm Monitor 25.49

27007 - Baggage Inspector 19.18

27008 - Corrections Officer 39.68

27010 - Court Security Officer 39.68

27030 - Detection Dog Handler 21.46

27040 - Detention Officer 39.68

27070 - Firefighter 39.68

27101 - Guard I 19.18

27102 - Guard II 21.46

27131 - Police Officer I 39.38

27132 - Police Officer II 43.78

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 18.77

28042 - Carnival Equipment Repairer 19.67

28043 - Carnival Worker 15.71

28210 - Gate Attendant/Gate Tender 20.54

28310 - Lifeguard 18.01

28350 - Park Attendant (Aide) 22.98

28510 - Recreation Aide/Health Facility Attendant 16.78

28515 - Recreation Specialist 28.47

28630 - Sports Official 18.31

28690 - Swimming Pool Operator 21.24

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 36.86

29020 - Hatch Tender 36.86

29030 - Line Handler 36.86

29041 - Stevedore I 35.46

29042 - Stevedore II 38.20

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center

(HFO) (see 2) 51.27

30011 - Air Traffic Control Specialist, Station

(HFO) (see 2) 35.36

30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 38.93

30021 - Archeological Technician I 20.33

30022 - Archeological Technician II 22.75

30023 - Archeological Technician III 28.14

30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	33.80
30051 - Cryogenic Technician I	30.97
30052 - Cryogenic Technician II	34.21
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	31.21
30081 - Engineering Technician I	19.16
30082 - Engineering Technician II	22.01
30083 - Engineering Technician III	26.65
30084 - Engineering Technician IV	32.46
30085 - Engineering Technician V	38.70
30086 - Engineering Technician VI	44.10
30090 - Environmental Technician	30.83
30095 - Evidence Control Specialist	27.96
30210 - Laboratory Technician	28.47
30221 - Latent Fingerprint Technician I	30.97
30222 - Latent Fingerprint Technician II	34.21
30240 - Mathematical Technician	28.72
30361 - Paralegal/Legal Assistant I	25.82
30362 - Paralegal/Legal Assistant II	31.99
30363 - Paralegal/Legal Assistant III	39.13
30364 - Paralegal/Legal Assistant IV	47.36
30375 - Petroleum Supply Specialist	34.21
30390 - Photo-Optics Technician	28.22

30395 - Radiation Control Technician 34.21

30461 - Technical Writer I 28.97

30462 - Technical Writer II 35.44

30463 - Technical Writer III 42.89

30491 - Unexploded Ordnance (UXO) Technician I 32.59

30492 - Unexploded Ordnance (UXO) Technician II 39.43

30493 - Unexploded Ordnance (UXO) Technician III 47.26

30494 - Unexploded (UXO) Safety Escort 32.59

30495 - Unexploded (UXO) Sweep Personnel 32.59

30501 - Weather Forecaster I 31.21

30502 - Weather Forecaster II 37.67

30620 - Weather Observer, Combined Upper Air Or

Surface Programs (see 2) 25.36

30621 - Weather Observer, Senior (see 2) 27.96

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 39.43

31020 - Bus Aide 27.88

31030 - Bus Driver 33.99

31043 - Driver Courier 20.52

31260 - Parking and Lot Attendant 15.70

31290 - Shuttle Bus Driver 19.00

31310 - Taxi Driver 14.80

31361 - Truckdriver, Light 21.50

31362 - Truckdriver, Medium 22.33

31363 - Truckdriver, Heavy 28.26

31364 - Truckdriver, Tractor-Trailer 28.26

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 19.22

99030 - Cashier 16.39

99050 - Desk Clerk 17.76

99095 - Embalmer 32.59

99130 - Flight Follower 32.59

99251 - Laboratory Animal Caretaker I 20.35

99252 - Laboratory Animal Caretaker II 21.14

99260 - Marketing Analyst 34.86

99310 - Mortician 32.59

99410 - Pest Controller 22.89

99510 - Photofinishing Worker 17.13

99710 - Recycling Laborer 24.28

99711 - Recycling Specialist 27.19

99730 - Refuse Collector 22.75

99810 - Sales Clerk 17.00

99820 - School Crossing Guard 19.54

99830 - Survey Party Chief 23.73

99831 - Surveying Aide 16.06

99832 - Surveying Technician 22.04

99840 - Vending Machine Attendant 27.63

99841 - Vending Machine Repairer 31.26

99842 - Vending Machine Repairer Helper 27.63

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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Washington's Birthday, 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))."""
"