"

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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4191
Revision No.: 33
Date Of Last Revision: 7/30/2026

State: New Jersey

Area: New Jersey Counties of Burlington, Camden and Gloucester

---

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.19
01012 - Accounting Clerk II		22.65
01013 - Accounting Clerk III		25.34
01020 - Administrative Assistant		38.22
01035 - Court Reporter		35.94
01041 - Customer Service Representative I		18.48
01042 - Customer Service Representative II		20.17
01043 - Customer Service Representative III		22.63
01051 - Data Entry Operator I		18.19
01052 - Data Entry Operator II		19.85
01060 - Dispatcher, Motor Vehicle		24.60
01070 - Document Preparation Clerk		19.71
01090 - Duplicating Machine Operator		19.71
01111 - General Clerk I		18.48
01112 - General Clerk II		20.16
01113 - General Clerk III		22.62
01120 - Housing Referral Assistant		26.20
01141 - Messenger Courier		19.40
01191 - Order Clerk I		21.01
01192 - Order Clerk II		22.91
01261 - Personnel Assistant (Employment) I		19.58
01262 - Personnel Assistant (Employment) II		21.91
01263 - Personnel Assistant (Employment) III		24.43
01270 - Production Control Clerk		29.67
01290 - Rental Clerk		21.79
01300 - Scheduler, Maintenance		21.00
01311 - Secretary I		21.00
01312 - Secretary II		23.49
01313 - Secretary III		26.20
01320 - Service Order Dispatcher		21.99
01410 - Supply Technician		38.22
01420 - Survey Worker		22.35
01460 - Switchboard Operator/Receptionist		18.29
01531 - Travel Clerk I		19.82
01532 - Travel Clerk II		21.68
01533 - Travel Clerk III		24.25

01611 - Word Processor I	19.10
01612 - Word Processor II	21.44
01613 - Word Processor III	23.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.37
05010 - Automotive Electrician	27.10
05040 - Automotive Glass Installer	26.06
05070 - Automotive Worker	26.06
05110 - Mobile Equipment Servicer	23.73
05130 - Motor Equipment Metal Mechanic	28.11
05160 - Motor Equipment Metal Worker	26.06
05190 - Motor Vehicle Mechanic	28.11
05220 - Motor Vehicle Mechanic Helper	22.49
05250 - Motor Vehicle Upholstery Worker	24.90
05280 - Motor Vehicle Wrecker	26.06
05310 - Painter, Automotive	27.10
05340 - Radiator Repair Specialist	26.06
05370 - Tire Repairer	21.05
05400 - Transmission Repair Specialist	28.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.16
07041 - Cook I	18.78
07042 - Cook II	20.69
07070 - Dishwasher	16.00
07130 - Food Service Worker	16.62
07210 - Meat Cutter	21.89
07260 - Waiter/Waitress	17.58
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.47
09040 - Furniture Handler	17.89
09080 - Furniture Refinisher	24.41
09090 - Furniture Refinisher Helper	20.26
09110 - Furniture Repairer, Minor	22.43
09130 - Upholsterer	22.39
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.91
11060 - Elevator Operator	17.75
11090 - Gardener	24.20
11122 - Housekeeping Aide	17.75
11150 - Janitor	17.75
11210 - Laborer, Grounds Maintenance	20.26
11240 - Maid or Houseman	17.09
11260 - Pruner	18.89
11270 - Tractor Operator	22.94
11330 - Trail Maintenance Worker	20.26
11360 - Window Cleaner	19.02
12000 - Health Occupations	
12010 - Ambulance Driver	22.97
12011 - Breath Alcohol Technician	30.49
12012 - Certified Occupational Therapist Assistant	36.10
12015 - Certified Physical Therapist Assistant	34.25
12020 - Dental Assistant	24.13
12025 - Dental Hygienist	48.54
12030 - EKG Technician	35.66
12035 - Electroneurodiagnostic Technologist	35.66
12040 - Emergency Medical Technician	22.97
12071 - Licensed Practical Nurse I	27.25
12072 - Licensed Practical Nurse II	30.49
12073 - Licensed Practical Nurse III	34.00
12100 - Medical Assistant	22.06
12130 - Medical Laboratory Technician	31.70
12160 - Medical Record Clerk	21.35
12190 - Medical Record Technician	24.61
12195 - Medical Transcriptionist	21.32
12210 - Nuclear Medicine Technologist	49.26
12221 - Nursing Assistant I	16.14
12222 - Nursing Assistant II	18.15
12223 - Nursing Assistant III	19.80
12224 - Nursing Assistant IV	22.22

12235 - Optical Dispenser		28.65
12236 - Optical Technician		20.09
12250 - Pharmacy Technician		20.87
12280 - Phlebotomist		22.78
12305 - Radiologic Technologist		38.55
12311 - Registered Nurse I		29.51
12312 - Registered Nurse II		33.65
12313 - Registered Nurse II, Specialist		33.65
12314 - Registered Nurse III		40.71
12315 - Registered Nurse III, Anesthetist		40.71
12316 - Registered Nurse IV		48.80
12317 - Scheduler (Drug and Alcohol Testing)		37.77
12320 - Substance Abuse Treatment Counselor		28.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.92
13012 - Exhibits Specialist II		32.11
13013 - Exhibits Specialist III		39.28
13041 - Illustrator I		23.59
13042 - Illustrator II		30.61
13043 - Illustrator III		37.43
13047 - Librarian		37.18
13050 - Library Aide/Clerk		18.26
13054 - Library Information Technology Systems Administrator		33.57
13058 - Library Technician		23.50
13061 - Media Specialist I		24.22
13062 - Media Specialist II		27.10
13063 - Media Specialist III		30.22
13071 - Photographer I		21.04
13072 - Photographer II		23.54
13073 - Photographer III		29.16
13074 - Photographer IV		35.67
13075 - Photographer V		43.17
13090 - Technical Order Library Clerk		22.54
13110 - Video Teleconference Technician		29.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		25.45
14042 - Computer Operator II		28.47
14043 - Computer Operator III		31.75
14044 - Computer Operator IV		35.27
14045 - Computer Operator V		39.06
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		25.45
14160 - Personal Computer Support Technician		35.27
14170 - System Support Specialist		39.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.82
15020 - Aircrew Training Devices Instructor (Rated)		42.13
15030 - Air Crew Training Devices Instructor (Pilot)		50.50
15050 - Computer Based Training Specialist / Instructor		34.82
15060 - Educational Technologist		38.04
15070 - Flight Instructor (Pilot)		50.50
15080 - Graphic Artist		30.33
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.50
15086 - Maintenance Test Pilot, Rotary Wing		50.50
15088 - Non-Maintenance Test/Co-Pilot		50.50
15090 - Technical Instructor		30.15
15095 - Technical Instructor/Course Developer		36.88
15110 - Test Proctor		24.34
15120 - Tutor		24.34
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) 30.21
19040 - Tool And Die Maker 34.91

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 25.96
21030 - Material Coordinator 29.67
21040 - Material Expediter 29.67
21050 - Material Handling Laborer 20.89
21071 - Order Filler 17.69
21080 - Production Line Worker (Food Processing) 25.96
21110 - Shipping Packer 22.18
21130 - Shipping/Receiving Clerk 22.18
21140 - Store Worker I 21.16
21150 - Stock Clerk 26.04
21210 - Tools And Parts Attendant 25.96
21410 - Warehouse Specialist 25.96

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 42.02
23019 - Aircraft Logs and Records Technician 35.81
23021 - Aircraft Mechanic I 40.43
23022 - Aircraft Mechanic II 42.02
23023 - Aircraft Mechanic III 43.47
23040 - Aircraft Mechanic Helper 32.08
23050 - Aircraft, Painter 38.98
23060 - Aircraft Servicer 35.81
23070 - Aircraft Survival Flight Equipment
Technician 38.98
23080 - Aircraft Worker 37.49
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 37.49
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 40.43
23110 - Appliance Mechanic 27.74
23120 - Bicycle Repairer 19.88
23125 - Cable Splicer 57.44
23130 - Carpenter, Maintenance 29.98
23140 - Carpet Layer 33.04
23160 - Electrician, Maintenance 35.86
23181 - Electronics Technician Maintenance I 34.02
23182 - Electronics Technician Maintenance II 35.37
23183 - Electronics Technician Maintenance III 36.69
23260 - Fabric Worker 32.02
23290 - Fire Alarm System Mechanic 29.74
23310 - Fire Extinguisher Repairer 30.51
23311 - Fuel Distribution System Mechanic 41.49
23312 - Fuel Distribution System Operator 35.03
23370 - General Maintenance Worker 24.33
23380 - Ground Support Equipment Mechanic 40.43
23381 - Ground Support Equipment Servicer 35.81
23382 - Ground Support Equipment Worker 37.49
23391 - Gunsmith I 30.51
23392 - Gunsmith II 33.51
23393 - Gunsmith III 36.14
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 31.05
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 32.27
23430 - Heavy Equipment Mechanic 33.21
23440 - Heavy Equipment Operator 34.13
23460 - Instrument Mechanic 36.24

23465 - Laboratory/Shelter Mechanic 34.84
23470 - Laborer 20.89
23510 - Locksmith 32.33
23530 - Machinery Maintenance Mechanic 33.82
23550 - Machinist, Maintenance 29.46
23580 - Maintenance Trades Helper 20.50
23591 - Metrology Technician I 36.24
23592 - Metrology Technician II 37.69
23593 - Metrology Technician III 39.02
23640 - Millwright 37.08
23710 - Office Appliance Repairer 24.78
23760 - Painter, Maintenance 27.60
23790 - Pipefitter, Maintenance 35.99
23810 - Plumber, Maintenance 34.70
23820 - Pneudraulic Systems Mechanic 36.14
23850 - Rigger 34.93
23870 - Scale Mechanic 33.51
23890 - Sheet-Metal Worker, Maintenance 39.01
23910 - Small Engine Mechanic 25.51
23931 - Telecommunications Mechanic I 34.83
23932 - Telecommunications Mechanic II 36.20
23950 - Telephone Lineman 46.42
23960 - Welder, Combination, Maintenance 28.07
23965 - Well Driller 32.20
23970 - Woodcraft Worker 36.14
23980 - Woodworker 30.51

24000 - Personal Needs Occupations
24550 - Case Manager 21.81
24570 - Child Care Attendant 16.60
24580 - Child Care Center Clerk 20.71
24610 - Chore Aide 14.33
24620 - Family Readiness And Support Services Coordinator 21.81
24630 - Homemaker 21.81

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.33
25040 - Sewage Plant Operator 32.06
25070 - Stationary Engineer 38.33
25190 - Ventilation Equipment Tender 30.67
25210 - Water Treatment Plant Operator 32.06

27000 - Protective Service Occupations
27004 - Alarm Monitor 27.38
27007 - Baggage Inspector 18.54
27008 - Corrections Officer 32.33
27010 - Court Security Officer 34.92
27030 - Detection Dog Handler 20.76
27040 - Detention Officer 32.33
27070 - Firefighter 39.52
27101 - Guard I 18.54
27102 - Guard II 20.76
27131 - Police Officer I 39.21
27132 - Police Officer II 43.58

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.79
28042 - Carnival Equipment Repairer 19.88
28043 - Carnival Worker 15.49
28210 - Gate Attendant/Gate Tender 21.02
28310 - Lifeguard 15.49
28350 - Park Attendant (Aide) 23.52
28510 - Recreation Aide/Health Facility Attendant 17.17
28515 - Recreation Specialist 29.13
28630 - Sports Official 18.74
28690 - Swimming Pool Operator 21.89

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.45
29020 - Hatch Tender 33.45
29030 - Line Handler 33.45
29041 - Stevedore I 32.01
29042 - Stevedore II 34.92

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		20.99
30022 - Archeological Technician II		23.49
30023 - Archeological Technician III		29.09
30030 - Cartographic Technician		29.09
30040 - Civil Engineering Technician		30.60
30051 - Cryogenic Technician I		32.22
30052 - Cryogenic Technician II		35.59
30061 - Drafter/CAD Operator I		20.99
30062 - Drafter/CAD Operator II		23.49
30063 - Drafter/CAD Operator III		26.19
30064 - Drafter/CAD Operator IV		32.22
30081 - Engineering Technician I		20.53
30082 - Engineering Technician II		23.03
30083 - Engineering Technician III		25.77
30084 - Engineering Technician IV		31.92
30085 - Engineering Technician V		39.05
30086 - Engineering Technician VI		47.26
30090 - Environmental Technician		29.94
30095 - Evidence Control Specialist		29.09
30210 - Laboratory Technician		32.18
30221 - Latent Fingerprint Technician I		30.95
30222 - Latent Fingerprint Technician II		34.19
30240 - Mathematical Technician		31.00
30361 - Paralegal/Legal Assistant I		23.86
30362 - Paralegal/Legal Assistant II		29.55
30363 - Paralegal/Legal Assistant III		36.15
30364 - Paralegal/Legal Assistant IV		43.73
30375 - Petroleum Supply Specialist		35.59
30390 - Photo-Optics Technician		29.09
30395 - Radiation Control Technician		35.59
30461 - Technical Writer I		29.62
30462 - Technical Writer II		36.23
30463 - Technical Writer III		43.84
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		32.22
30502 - Weather Forecaster II		39.19
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.19
30621 - Weather Observer, Senior	(see 2)	29.09
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.43
31020 - Bus Aide		23.16
31030 - Bus Driver		29.63
31043 - Driver Courier		20.84
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		17.99
31361 - Truckdriver, Light		21.99
31362 - Truckdriver, Medium		23.08
31363 - Truckdriver, Heavy		28.85
31364 - Truckdriver, Tractor-Trailer		28.85
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.22
99030 - Cashier		15.89
99050 - Desk Clerk		17.15
99095 - Embalmer		36.28
99130 - Flight Follower		32.59
99251 - Laboratory Animal Caretaker I		19.16
99252 - Laboratory Animal Caretaker II		20.22
99260 - Marketing Analyst		38.18

99310 - Mortician	36.28
99410 - Pest Controller	22.72
99510 - Photofinishing Worker	18.64
99710 - Recycling Laborer	27.14
99711 - Recycling Specialist	30.95
99730 - Refuse Collector	25.06
99810 - Sales Clerk	16.74
99820 - School Crossing Guard	18.19
99830 - Survey Party Chief	32.92
99831 - Surveying Aide	19.52
99832 - Surveying Technician	28.87
99840 - Vending Machine Attendant	19.88
99841 - Vending Machine Repairer	23.04
99842 - Vending Machine Repairer Helper	19.88

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 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 8 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. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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))."" "