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

States: Delaware, Maryland, New Jersey

Area: Delaware County of New Castle
Maryland County of Cecil
New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.71
01012 - Accounting Clerk II		20.99
01013 - Accounting Clerk III		23.48
01020 - Administrative Assistant		35.46
01035 - Court Reporter		32.96
01041 - Customer Service Representative I		17.16***
01042 - Customer Service Representative II		18.72
01043 - Customer Service Representative III		21.03
01051 - Data Entry Operator I		17.92
01052 - Data Entry Operator II		19.55

01060 - Dispatcher, Motor Vehicle
23.00
01070 - Document Preparation Clerk
19.15
01090 - Duplicating Machine Operator
19.15
01111 - General Clerk I
17.43***
01112 - General Clerk II
19.02
01113 - General Clerk III
21.34
01120 - Housing Referral Assistant
24.90
01141 - Messenger Courier
17.15***
01191 - Order Clerk I
17.36***
01192 - Order Clerk II
18.94
01261 - Personnel Assistant (Employment) I
19.22
01262 - Personnel Assistant (Employment) II
21.50
01263 - Personnel Assistant (Employment) III
23.98
01270 - Production Control Clerk
24.93
01290 - Rental Clerk
18.91
01300 - Scheduler, Maintenance
19.96
01311 - Secretary I
19.96
01312 - Secretary II
22.33
01313 - Secretary III
24.90
01320 - Service Order Dispatcher
20.56
01410 - Supply Technician
35.46
01420 - Survey Worker
21.96
01460 - Switchboard Operator/Receptionist
17.50***

01531 - Travel Clerk I
19.82
01532 - Travel Clerk II
20.94
01533 - Travel Clerk III
22.51
01611 - Word Processor I
17.50***
01612 - Word Processor II
19.65
01613 - Word Processor III
21.98
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
24.93
05010 - Automotive Electrician
25.33
05040 - Automotive Glass Installer
24.26
05070 - Automotive Worker
24.26
05110 - Mobile Equipment Servicer
22.03
05130 - Motor Equipment Metal Mechanic
26.31
05160 - Motor Equipment Metal Worker
24.26
05190 - Motor Vehicle Mechanic
26.31
05220 - Motor Vehicle Mechanic Helper
20.74
05250 - Motor Vehicle Upholstery Worker
23.21
05280 - Motor Vehicle Wrecker
24.26
05310 - Painter, Automotive
25.33
05340 - Radiator Repair Specialist
24.26
05370 - Tire Repairer
17.49***
05400 - Transmission Repair Specialist
26.31
07000 - Food Preparation And Service Occupations
07010 - Baker
16.79***

07041 - Cook I
18.22
07042 - Cook II
20.07
07070 - Dishwasher
14.53***
07130 - Food Service Worker
14.70***
07210 - Meat Cutter
21.72
07260 - Waiter/Waitress
15.16***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
23.60
09040 - Furniture Handler
17.39***
09080 - Furniture Refinisher
22.88
09090 - Furniture Refinisher Helper
19.50
09110 - Furniture Repairer, Minor
21.21
09130 - Upholsterer
19.43
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
16.30***
11060 - Elevator Operator
16.30***
11090 - Gardener
22.39
11122 - Housekeeping Aide
17.20***
11150 - Janitor
17.20***
11210 - Laborer, Grounds Maintenance
18.31
11240 - Maid or Houseman
16.32***
11260 - Pruner
16.90***
11270 - Tractor Operator
21.08
11330 - Trail Maintenance Worker
18.31

11360 - Window Cleaner
 18.63
 12000 - Health Occupations
 12010 - Ambulance Driver
 20.39
 12011 - Breath Alcohol Technician
 27.04
 12012 - Certified Occupational Therapist Assistant
 30.58
 12015 - Certified Physical Therapist Assistant
 30.58
 12020 - Dental Assistant
 23.24
 12025 - Dental Hygienist
 44.92
 12030 - EKG Technician
 31.06
 12035 - Electroneurodiagnostic Technologist
 31.06
 12040 - Emergency Medical Technician
 20.39
 12071 - Licensed Practical Nurse I
 24.17
 12072 - Licensed Practical Nurse II
 27.04
 12073 - Licensed Practical Nurse III
 30.15
 12100 - Medical Assistant
 20.91
 12130 - Medical Laboratory Technician
 30.90
 12160 - Medical Record Clerk
 21.22
 12190 - Medical Record Technician
 23.74
 12195 - Medical Transcriptionist
 19.80
 12210 - Nuclear Medicine Technologist
 46.59
 12221 - Nursing Assistant I
 14.28***
 12222 - Nursing Assistant II
 16.07***
 12223 - Nursing Assistant III
 17.54***

12224 - Nursing Assistant IV
19.68
12235 - Optical Dispenser
21.62
12236 - Optical Technician
21.24
12250 - Pharmacy Technician
18.46
12280 - Phlebotomist
22.54
12305 - Radiologic Technologist
36.29
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)
33.50
12320 - Substance Abuse Treatment Counselor
26.13
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
26.41
13012 - Exhibits Specialist II
32.70
13013 - Exhibits Specialist III
40.01
13041 - Illustrator I
26.81
13042 - Illustrator II
33.22
13043 - Illustrator III
40.03
13047 - Librarian
36.78
13050 - Library Aide/Clerk
16.83***

13054 - Library Information Technology Systems
33.22
Administrator
13058 - Library Technician
20.96
13061 - Media Specialist I
23.60
13062 - Media Specialist II
26.41
13063 - Media Specialist III
29.43
13071 - Photographer I
20.00
13072 - Photographer II
22.37
13073 - Photographer III
27.72
13074 - Photographer IV
33.91
13075 - Photographer V
41.02
13090 - Technical Order Library Clerk
19.49
13110 - Video Teleconference Technician
24.94
14000 - Information Technology Occupations
14041 - Computer Operator I
23.42
14042 - Computer Operator II
26.19
14043 - Computer Operator III
29.21
14044 - Computer Operator IV
32.45
14045 - Computer Operator V
35.94
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
 23.42
 14160 - Personal Computer Support Technician
 32.45
 14170 - System Support Specialist
 35.94
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 33.89
 15020 - Aircrew Training Devices Instructor (Rated)
 41.01
 15030 - Air Crew Training Devices Instructor (Pilot)
 49.16
 15050 - Computer Based Training Specialist / Instructor
 33.89
 15060 - Educational Technologist
 36.59
 15070 - Flight Instructor (Pilot)
 49.16
 15080 - Graphic Artist
 29.02
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 49.16
 15086 - Maintenance Test Pilot, Rotary Wing
 49.16
 15088 - Non-Maintenance Test/Co-Pilot
 49.16
 15090 - Technical Instructor
 27.58
 15095 - Technical Instructor/Course Developer
 33.72
 15110 - Test Proctor
 22.25
 15120 - Tutor
 22.25
 16000 - Laundry, Dry-Cleaning, Pressing And Related
 Occupations
 16010 - Assembler
 16.55***
 16030 - Counter Attendant
 16.55***

16040 - Dry Cleaner
 18.92
 16070 - Finisher, Flatwork, Machine
 16.55***
 16090 - Presser, Hand
 16.55***
 16110 - Presser, Machine, Drycleaning
 16.55***
 16130 - Presser, Machine, Shirts
 16.55***
 16160 - Presser, Machine, Wearing Apparel, Laundry
 16.55***
 16190 - Sewing Machine Operator
 19.71
 16220 - Tailor
 20.50
 16250 - Washer, Machine
 17.34***
 19000 - Machine Tool Operation And Repair Occupations
 19010 - Machine-Tool Operator (Tool Room)
 27.71
 19040 - Tool And Die Maker
 32.31
 21000 - Materials Handling And Packing Occupations
 21020 - Forklift Operator
 23.73
 21030 - Material Coordinator
 24.82
 21040 - Material Expediter
 24.82
 21050 - Material Handling Laborer
 19.30
 21071 - Order Filler
 17.46***
 21080 - Production Line Worker (Food Processing)
 23.73
 21110 - Shipping Packer
 20.40
 21130 - Shipping/Receiving Clerk
 20.40
 21140 - Store Worker I
 19.07
 21150 - Stock Clerk
 24.21
 21210 - Tools And Parts Attendant
 23.73

21410 - Warehouse Specialist
23.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
38.46
23019 - Aircraft Logs and Records Technician
32.63
23021 - Aircraft Mechanic I
36.98
23022 - Aircraft Mechanic II
38.46
23023 - Aircraft Mechanic III
39.83
23040 - Aircraft Mechanic Helper
29.16
23050 - Aircraft, Painter
35.61
23060 - Aircraft Servicer
32.63
23070 - Aircraft Survival Flight Equipment Technician
35.61
23080 - Aircraft Worker
34.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
34.11
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
36.98
II
23110 - Appliance Mechanic
25.53
23120 - Bicycle Repairer
21.53
23125 - Cable Splicer
51.87
23130 - Carpenter, Maintenance
28.32
23140 - Carpet Layer
26.55
23160 - Electrician, Maintenance
34.93
23181 - Electronics Technician Maintenance I
31.86
23182 - Electronics Technician Maintenance II
33.26

23183 - Electronics Technician Maintenance III
34.55
23260 - Fabric Worker
29.13
23290 - Fire Alarm System Mechanic
29.60
23310 - Fire Extinguisher Repairer
27.65
23311 - Fuel Distribution System Mechanic
39.36
23312 - Fuel Distribution System Operator
32.96
23370 - General Maintenance Worker
23.14
23380 - Ground Support Equipment Mechanic
36.98
23381 - Ground Support Equipment Servicer
32.63
23382 - Ground Support Equipment Worker
34.11
23391 - Gunsmith I
27.65
23392 - Gunsmith II
30.45
23393 - Gunsmith III
33.02
23410 - Heating, Ventilation And Air-Conditioning
29.45
Mechanic
23411 - Heating, Ventilation And Air Contidioning
30.63
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
29.89
23440 - Heavy Equipment Operator
30.61
23460 - Instrument Mechanic
34.45
23465 - Laboratory/Shelter Mechanic
31.79
23470 - Laborer
19.30
23510 - Locksmith
31.00
23530 - Machinery Maintenance Mechanic
31.11

23550 - Machinist, Maintenance
27.93
23580 - Maintenance Trades Helper
18.52
23591 - Metrology Technician I
34.45
23592 - Metrology Technician II
35.83
23593 - Metrology Technician III
37.11
23640 - Millwright
33.86
23710 - Office Appliance Repairer
23.64
23760 - Painter, Maintenance
25.00
23790 - Pipefitter, Maintenance
33.01
23810 - Plumber, Maintenance
31.78
23820 - Pneudraulic Systems Mechanic
33.02
23850 - Rigger
28.85
23870 - Scale Mechanic
30.45
23890 - Sheet-Metal Worker, Maintenance
35.57
23910 - Small Engine Mechanic
22.41
23931 - Telecommunications Mechanic I
30.60
23932 - Telecommunications Mechanic II
31.82
23950 - Telephone Lineman
44.76
23960 - Welder, Combination, Maintenance
26.00
23965 - Well Driller
29.52
23970 - Woodcraft Worker
33.02
23980 - Woodworker
27.65
24000 - Personal Needs Occupations

24550 - Case Manager
20.75
24570 - Child Care Attendant
14.78***
24580 - Child Care Center Clerk
18.44
24610 - Chore Aide
14.13***
24620 - Family Readiness And Support Services
20.75
Coordinator
24630 - Homemaker
20.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
35.75
25040 - Sewage Plant Operator
31.39
25070 - Stationary Engineer
35.75
25190 - Ventilation Equipment Tender
28.19
25210 - Water Treatment Plant Operator
31.39
27000 - Protective Service Occupations
27004 - Alarm Monitor
24.62
27007 - Baggage Inspector
16.85***
27008 - Corrections Officer
26.79
27010 - Court Security Officer
33.16
27030 - Detection Dog Handler
19.62
27040 - Detention Officer
26.79
27070 - Firefighter
39.52
27101 - Guard I
16.85***
27102 - Guard II
19.62
27131 - Police Officer I
36.95

30023 - Archeological Technician III
28.18
30030 - Cartographic Technician
28.81
30040 - Civil Engineering Technician
29.92
30051 - Cryogenic Technician I
30.68
30052 - Cryogenic Technician II
33.89
30061 - Drafter/CAD Operator I
20.33
30062 - Drafter/CAD Operator II
22.75
30063 - Drafter/CAD Operator III
25.43
30064 - Drafter/CAD Operator IV
31.30
30081 - Engineering Technician I
19.11
30082 - Engineering Technician II
21.46
30083 - Engineering Technician III
26.18
30084 - Engineering Technician IV
31.87
30085 - Engineering Technician V
38.78
30086 - Engineering Technician VI
44.01
30090 - Environmental Technician
28.88
30095 - Evidence Control Specialist
27.70
30210 - Laboratory Technician
31.54
30221 - Latent Fingerprint Technician I
28.63
30222 - Latent Fingerprint Technician II
31.63
30240 - Mathematical Technician
31.59
30361 - Paralegal/Legal Assistant I
21.69
30362 - Paralegal/Legal Assistant II
26.86

30363 - Paralegal/Legal Assistant III
 32.86
 30364 - Paralegal/Legal Assistant IV
 39.75
 30375 - Petroleum Supply Specialist
 33.89
 30390 - Photo-Optics Technician
 28.27
 30395 - Radiation Control Technician
 33.89
 30461 - Technical Writer I
 26.34
 30462 - Technical Writer II
 32.22
 30463 - Technical Writer III
 38.97
 30491 - Unexploded Ordnance (UXO) Technician I
 31.62
 30492 - Unexploded Ordnance (UXO) Technician II
 38.26
 30493 - Unexploded Ordnance (UXO) Technician III
 45.85
 30494 - Unexploded (UXO) Safety Escort
 31.62
 30495 - Unexploded (UXO) Sweep Personnel
 31.62
 30501 - Weather Forecaster I
 31.30
 30502 - Weather Forecaster II
 38.07
 30620 - Weather Observer, Combined Upper Air Or
 (see 2) 25.43
 Surface Programs
 30621 - Weather Observer, Senior
 (see 2) 28.18
 31000 - Transportation/Mobile Equipment Operation
 Occupations
 31010 - Airplane Pilot
 38.26
 31020 - Bus Aide
 22.99
 31030 - Bus Driver
 29.63
 31043 - Driver Courier
 19.91

31260 - Parking and Lot Attendant
14.46***
31290 - Shuttle Bus Driver
19.00
31310 - Taxi Driver
15.48***
31361 - Truckdriver, Light
21.14
31362 - Truckdriver, Medium
22.28
31363 - Truckdriver, Heavy
27.88
31364 - Truckdriver, Tractor-Trailer
27.88
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
18.65
99030 - Cashier
14.27***
99050 - Desk Clerk
15.79***
99095 - Embalmer
33.98
99130 - Flight Follower
31.62
99251 - Laboratory Animal Caretaker I
17.53***
99252 - Laboratory Animal Caretaker II
18.62
99260 - Marketing Analyst
37.71
99310 - Mortician
33.98
99410 - Pest Controller
21.24
99510 - Photofinishing Worker
18.64
99710 - Recycling Laborer
24.67
99711 - Recycling Specialist
28.42
99730 - Refuse Collector
22.78
99810 - Sales Clerk
15.30***

99820 - School Crossing Guard
17.65***
99830 - Survey Party Chief
29.44
99831 - Surveying Aide
19.48
99832 - Surveying Technician
26.81
99840 - Vending Machine Attendant
18.04
99841 - Vending Machine Repairer
21.10
99842 - Vending Machine Repairer Helper
18.04

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1,

2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 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))."

See attached document: 03-01 - List of AP Locations.

See attached document: COMBINED DRAWINGS EHRM WIFI.

See attached document: EHRM Wifi Specifications.

See attached document: RFI.