

SECTION A	SOLICITATION / OFFER / ACCEPTANCE	
1. Solicitation No. 0312-22-01-STIP	2. Date Issued 06/30/2021	3. Award No.
4. Issued By: Susan M. Smalley, Chief U.S. Probation Officer U.S. Probation Office U.S. Courthouse 50 Walnut Street, Room 1001 Newark, New Jersey 07102	5. Address Offer To (if other than Item 4): VIA E-MAIL NJP_Solicitations2022@njp.uscourts.gov	

SOLICITATION

6. Offers in original and **0** copies for furnishing the required services listed in Section B will be received at the place specified in Item 5, or if handcarried, in the depository located:

**Elizabeth A. Villa, Senior U.S. Probation Officer
Clarkson S. Fisher U.S. Courthouse
402 East State Street, Room 109
Trenton, New Jersey 08608**

until **05:00 PM** local time **08/09/2021**
(hour) (date)

7. For Information call:	
a. Name Elizabeth A. Villa, Senior U.S. Probation Officer	b. Telephone (973) 223-1353

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OFFER

8. In compliance with the above, the undersigned agrees, if this offer is accepted within _____ calendar days (365 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.

9. DISCOUNT FOR PROMPT PAYMENT (See Section I, Clause No. 52-232-8)	10 CALENDAR DAYS %	20 CALENDAR DAYS %	30 CALENDAR DAYS %	CALENDAR DAYS %
10. ACKNOWLEDGEMENT OF AMENDMENTS (The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated:	AMENDMENT NO.	DATE	AMENDMENT NO.	DATE

11. NAME AND ADDRESS OF OFFEROR 12. Telephone No. (Include area code)	16. <input type="checkbox"/> AWARD Your offer on Solicitation Number _____, including the additions or changes made by you which additions or changes are set forth in full above, is hereby accepted as to the items listed above and on any continuation sheets.
13. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (Type or print)	17A. NAME OF CONTRACTING OFFICER

		17B. UNITED STATES OF AMERICA	17C. DATE SIGNED
14. Signature	15. Offer Date	BY _____ <i>(Signature Of Contracting Officer)</i>	

SECTION B - SUPPLIES OR SERVICES AND OFFEROR'S PRICES

The United States District Court for the District of New Jersey is soliciting a vendor to provide substance use, mental health, and/or sex offender treatment services. A vendor must be capable of providing services within a geographic area encompassing the entire State of New Jersey.

As a result of this solicitation the Government intends to enter into a Blanket Purchase Agreement (BPA). For this BPA, approximately 3 to 5 vendors are needed to provide the required services. The Government reserves the right to award to a single vendor.

A Blanket Purchase Agreement is a “charge account” arrangement, between a buyer and a seller for recurring purchases of services. BPAs are not contracts and do not obligate government funds in any way. A contract occurs upon the placement of a call or referral from the Probation/Pretrial Services Office and the vendor’s acceptance of the referral. Referrals will be rotated among all the vendors on the BPA. BPAs are valid for a specific period of time, not to extend beyond the current fiscal year. The total duration of this BPA, including the exercise of two 12-month options, shall not exceed 36 months. BPAs will be issued to those vendors determined to be technically acceptable and offering the lowest cost to the Government, using the Evaluation Criteria established in Section M of the Request for Proposal.

Section B is generic and used nationwide to procure the particular needs of each U. S. Probation/Pretrial Services Office. For this solicitation, only those services marked by an "X" under the Required Services column are being solicited. Offerors shall propose on only the required services. Services proposed, but not marked as required, will not be evaluated or included under any resultant agreement. Offerors failing to provide offers on all required services marked, will be considered technically unacceptable.

Note: Estimated Monthly Quantities (EMQs) represent the total monthly quantities to be ordered per Service item under the BPA. Each vendor placed on the BPA may receive a share of the total quantity stated. However, EMQ’s are estimates only and do not bind the government to meet these estimates.

An asterisk * indicates a requirement line item which has been modified under “Local Services.”

PHYSICAL EXAMINATION:

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	4010	Physical Examination and Report	2022	<div></div>	Actual cost
			2023	<div></div>	
			2024	<div></div>	
			Unit: per exam		

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	4020	Laboratory Studies and Report	2022	<div>Unknown</div>	Actual cost
			2023	<div>Unknown</div>	
			2024	<div>Unknown</div>	
			Unit: per test		

PSYCHOLOGICAL/PSYCHIATRIC WORK-UP, EVALUATION, AND REPORT:

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	5030	Psychiatric Evaluation and Report	2022	<input type="text" value="2"/>	<input type="text"/>
			2023	<input type="text" value="2"/>	<input type="text"/>
			2024	<input type="text" value="3"/>	<input type="text"/>
			Unit: per report		

MENTAL HEALTH COUNSELING:

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	6040	Psychotropic Medication	2022	<div>Unknown</div>	Actual cost
			2023	<div>Unknown</div>	
			2024	<div>Unknown</div>	
			Unit: per dose		

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
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X	6041	Administrative Fee Psychotropic Medication	2022	<div>Unknown</div>	5% of actual funds expended
			2023	<div>Unknown</div>	
			2024	<div>Unknown</div>	
			Unit: per dose expended		

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	6051	Psychotropic Medication Monitoring	2022	<div></div>	<div></div>
			2023	<div></div>	<div></div>
			2024	<div></div>	<div></div>
			Unit: per visit		

MEDICALLY MANAGED TREATMENT:

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	7020	Agonist/Antagonist Medication	2022	<div>Unknown</div>	Actual cost
			2023	<div>Unknown</div>	
			2024	<div>Unknown</div>	
			Unit: per dose		

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	7021	Administrative Fee Agonist/Antagonist Medication	2022	<div>Unknown</div>	5% of actual funds expended
			2023	<div>Unknown</div>	
			2024	<div>Unknown</div>	
			Unit: per dose expended		

INPATIENT DETOXIFICATION:

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	8050	Non-Medical Detoxification	2022	<div>9</div>	<div></div>
			2023	<div>10</div>	<div></div>
			2024	<div>10</div>	<div></div>
			Unit: per day		

AGONIST/ANTAGONIST TREATMENT :

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY			UNIT PRICE
					VISIT	<u>TAKE HOME PRICE</u>
X	9020	Administration of Agonist/Antagonist Medication Unit: per Visit and Take Home	2022	<input type="text" value="18"/>	<input type="text"/>	<input type="text"/>
			2023	<input type="text" value="19"/>	<input type="text"/>	<input type="text"/>
			2024	<input type="text" value="20"/>	<input type="text"/>	<input type="text"/>
X	9021	Agonist/Antagonist Medication Monitoring Unit: per Visit	2022	<input type="text" value="18"/>		<input type="text"/>
			2023	<input type="text" value="19"/>		<input type="text"/>
			2024	<input type="text" value="20"/>		<input type="text"/>

RESIDENTIAL PLACEMENT:

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	2001	Short-Term Residential Treatment	2022	<input type="text" value="208"/>	<input type="text"/>
			2023	<input type="text" value="218"/>	<input type="text"/>
			2024	<input type="text" value="229"/>	<input type="text"/>
			Unit: per day		

TRANSPORTATION FOR CLIENTS:

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY			UNIT PRICE
X	1201	Administrative Fee	2022	<input type="text" value="Unknown"/>		5% of amount distributed under pc 1202
			2023	<input type="text" value="Unknown"/>		
			2024	<input type="text" value="Unknown"/>		

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY			UNIT PRICE
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X	1202	Client Transportation Expenses	2022	Unknown	JTR*
			2023	Unknown	
			2024	Unknown	

CONTRACTOR'S LOCAL TRAVEL:

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	1401	Contractor's Local Travel by Vehicle	2022	<div>Unknown</div>	JTR*
			2023	<div>Unknown</div>	
			2024	<div>Unknown</div>	

PROJECT CODE		REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	1402	Contractor's Local Travel by Common Carrier	2022	<div>Unknown</div>	JTR**
			2023	<div>Unknown</div>	
			2024	<div>Unknown</div>	
			Unit: per month		

*Unit: Per mile reimbursed at prevailing rate established by Judiciary Travel Regulations for employees of the Judicial Branch of the Government.

**Unit: Reimbursement is at actual price as established in Judiciary Travel Regulations. Any such travel must first be authorized by the USPO/USPSO to include the type, train or bus, and it must be at the lowest fare possible.

SECTION C. DESCRIPTION/STATEMENT OF WORK

PROVISION OF SERVICES

The United States Probation and Pretrial Services Office (hereafter USPO/USPSO) shall provide a Program Plan (Probation Form 45) for each person under supervision that authorizes the provision of services. The vendor shall provide services strictly in accordance with the Program Plan for each person under supervision. The Judiciary shall not be liable for any services provided by the vendor that have not been authorized for that defendant/person under supervision in the Program Plan. The United States Probation or Pretrial Services Officer may provide amended Treatment Program Plans during treatment. The United States Probation/Pretrial Services Office will notify the vendor verbally and in writing via Probation 45 when services are to be terminated and shall not be liable for any services provided by the vendor subsequent to the verbal or written notification.

INTRODUCTION

- A. Pursuant to the authority contained in 18 U.S.C. § 3154, and 3672, contracts or Blanket Purchase Agreements may be awarded to provide services for defendants/person under supervision who are drug-dependent, alcohol-dependent, and/or suffering from a psychiatric disorder. Such services may be provided to federal defendants/persons under supervision supervised by the USPO/USPSO; pretrial clients supervised by the USPO/USPSO, under the terms of this agreement. The vendor shall submit separate invoices for services provided to the referring agency (USPO or USPSO).

Note regarding pretrial services defendants: The vendor shall not ask questions pertaining to the instant offense, or ask questions or administer tests that compel the defendant to make incriminating statements or to provide information that could be used in the issue of guilt or innocence. If such information is divulged as part of an evaluation or treatment, it shall not be included on the written report.

- B. The services to be performed are indicated in Sections B and C. The vendor shall comply with all requirements and performance standards of this agreement.
- C. The judiciary will refer clients on an “as needed basis” and makes no representation or warranty that it will refer a specific number of clients to the vendor for services.

DEFINITIONS

- A. **“Offer”** means **“proposals”** in negotiation.
- B. **“Solicitation”** means a request for proposals (RFP) or a request for quotations (RFQ) in negotiation.
- C. **“Judiciary”** means United States Government.
- D. **“Director”** means the Director of the Administrative Office of the United States Courts (unless in the context of a particular section, the use of “Director” manifestly shows that the term was intended to refer to some other office for purposes of that section), and the term “his duty authorized representative” means

any person or persons or board (other than the Contracting Officer) authorized in writing to act for the Director.

- E. **“Authorized representative”** means any person, persons, or board (other than the contracting officer and Chief Probation Officer/Chief Pretrial Services Officer) authorized to act for the head of the agency.
- F. **“Contracting Officer”** means the person designated by the Director or his duly authorized representative to execute this Agreement on the behalf of the Judiciary, and any other successor Contracting Officer who has responsibility for this agreement. The term includes, except as otherwise provided in this Agreement, the authorized representative of a Contracting Officer acting within the limits of his written authority.
- G. **“Client”** means any pretrial releasee, probationer, parolee, mandatory releasee, mandatory parolee, or supervised releasee receiving drug/alcohol testing and/or substance use treatment and/or mental health treatment while under the supervision of the Federal Probation System. May also be referred to as pretrial defendant or post-conviction person under supervision.
- H. **“Probation Officer”** (i.e., USPO) means an individual appointed by the United States District Court to provide pretrial, presentence and supervision (pre and post sentence) services for the court. “Probation Officer” refers to the individual responsible for the direct supervision of a client receiving drug/alcohol testing and/or treatment and/or mental health treatment services.
- I. **“Chief Probation Officer”** (i.e., CUSPO) means the individual appointed by the United States District Court to supervise the work of the court’s probation staff. For the purpose of the contract, the “Chief Probation Officer” acts as the contract administrator on behalf of the Director of the Administrative Office of the United States Courts.
- J. **“Pretrial Services Officer”** (i.e., USPSO) means the individual appointed by a United States District Court to provide pretrial release investigations, recommendations and supervision services for that court. “Pretrial Services Officer” refers to the individual responsible for the direct supervision of a client receiving drug/alcohol testing and/or treatment and/or mental health treatment services.
- K. **“Chief Pretrial Services Officer”** (i.e., CPSO) means the individual appointed by the court to supervise the work of the court’s pretrial services staff. For the purpose of the contract, the “Chief Probation Officer” acts as the contract administrator on behalf of the Director of the Administrative Office of the United States Courts.
- L. **“Designee”** means the person selected by the Chief Probation Officer or the Chief Pretrial Services Officer to act in his/her behalf in drug, alcohol, and mental health treatment matters.
- M. **“Federal Bureau of Prisons”** The federal agency responsible for housing inmates in federal prisons, penitentiaries, correctional institutions and residential re-entry centers who have been sentenced by the federal courts.

- N. **“Clarifications”** are limited exchanges, between the Judiciary and offerors that may occur when award without discussions is contemplated. If award will be made without conducting discussions, offerors may be given the opportunity to clarify certain aspects of proposals or to resolve minor or clerical errors.
- O. **“AOUSC”** - Administrative Office of the U.S. Courts.
- P. **“USPO/USPSO”** -U.S. Probation Officer/U.S. Pretrial Services Officer.
- Q. **“Probation Form 17”** - U.S. Probation Travel Log.
- R. **“Probation Form 45”** - Treatment Services Program Plan.
- S. **“Probation Form 46”** - Monthly Treatment Record.
- T. **“NIDT”** - Non-Instrumented Drug Testing Device.
- U. **“COR”** - Contracting Officer Representative.
- V. **“Case Staffing Conference”** - A meeting between the Officer and the provider to discuss the needs and progress of the defendant/person under supervision. The defendant/person under supervision may or may not be present at the conference.
- W. **“DSM”** - Diagnostic and Statistical Manual of Mental Disorders.
- X. **“Co-payment”** - Any payment from defendant/person under supervision or third-party reimbursement.
- Y. **“PPSO”** - Probation and Pretrial Services Office, Administrative Office of the US Courts.
- Z. **“PCRA”** – Post Conviction Risk Assessment.

MANDATORY REQUIREMENTS

For Project Codes in Section B, the corresponding paragraphs in this statement of work shall be considered mandatory requirements, as well as the sections listed below:

- A. Defendant/Person under supervision Reimbursement and Co-payment
- B. Deliverables
- C. Notifying USPO/USPSO of Defendant/Person under supervision Behavior
- D. Staff Requirements and Restrictions
- E. Facility Requirements
- F. Local Services (if applicable)

1. Physical Examination and Laboratory Studies

Physical Examinations and Laboratory Studies may be an adjunct to Mental Health, Substance Use, or Co-Occurring Treatment, and shall be billed under PCs 4010 and 4020 below.

The vendor shall provide:

- a. **One Physical Examination and Report (4010)** per defendant/person under supervision, as deemed medically necessary, conducted by:
 - (1) A licensed medical doctor/physician, or other qualified practitioner who is board certified or board-eligible, and meets the standards of practice (i.e., academic training, residency, etc.) established by his/her state's regulatory board; or
 - (2) Other qualified practitioner (i.e., Licensed/Certified Nurse Practitioner/Specialist) who meets the standards of practice established by his/her state's regulatory board.
- b. **Laboratory Studies and Report (4020)** including blood and urine testing at actual price when deemed medically necessary.
- c. A typed report to the USPO/USPSO within 15 calendar days after completing the **Physical Examination (PC 4010)** and **Laboratory Studies (PC 4020)**.

2. **Psychological/Psychiatric Evaluation Testing and Report**

The vendor shall provide:

- a. **Psychiatric Evaluation and Report (5030)**- consisting of a medical evaluation and report conducted and prepared by a licensed medical doctor/physician, a psychiatrist who specializes in disorders of the mind, or other qualified practitioner who is board certified or board-eligible, and meets the standards of practice (i.e., academic training, residency, etc.) established by his/her state's regulatory board. The purpose for this type of evaluation is to establish a psychiatric diagnosis, to determine the need for psychotropic medications and/or to develop an initial treatment plan with particular consideration of any immediate interventions that may be needed to ensure the defendant's/person under supervision's safety to that of the community.

NOTE: Physical examinations and laboratory tests associated with a psychiatric evaluation and report shall be provided under project codes 4010 and 4020, respectively.

- b. A typed report to the USPO/USPSO within 15 calendar days after completion of any of the listed mental health services **(5010, 5020, and 5030)**. At a minimum, the report should include the following:

(1) For Psychiatric Evaluations and Report (5030):

- (a) Reason for the evaluation (i.e., main complaint, general psychiatric evaluation, or clinical consultation), and sources of information for the report (to include current counselors);
- (b) History of present illness (i.e., history of current symptoms, available details on previous treatments);
- (c) Past psychiatric history (i.e., history of all past episodes of mental illness and treatment, previous established diagnoses, medication usage and duration);
- (d) General medical history;
- (e) History of substance use (i.e., if available, include information on quantity, frequency, route of administration, patterns of licit and illicit psychoactive substances);
- (f) Social history (i.e., psychosocial/developmental history, occupational and family history). NOTE: The social history shall not be a synopsis and/or overview of presentence and/or pretrial services reports or other institutional progress reports provided by the USPO/USPSO to the vendor for background information, but shall include information from those reports;
- (g) Physical examination (if required);
- (h) Mental status examination (including appearance, general behavior, expression of mood and affect, speech and language, suicidal/homicidal thoughts, and current level of dangerousness to self/others);
- (i) Functional assessment;
- (j) Description and evaluation of all testing components;
- (k) Diagnostic impression according to the most current edition of the American Psychiatric Association's

Diagnostic and Statistical Manual of Mental Disorders (i.e., DSM) with separate notations for important psychosocial and contextual factors and disability. If a defendant/person under supervision does not meet DSM criteria that shall be noted in the evaluation;

(l) Recommendations shall include whether further psychological/psychiatric treatment is required; whether or not medications are required, if so, type, dosage, and route of administration. If treatment is not indicated, this should be clearly stated. If treatment is indicated, all interventions recommended shall be detailed (i.e., individual, group).

- c. The vendor shall contact the USPO/USPSO **within 24 hours** if the defendant/person under supervision fails to report for the evaluation and shall follow up with a written notification.

3. **Psychotropic Medication**

Psychotropic medication is defined as a class of drugs that are prescribed for persons whose symptoms are viewed as having a psychological base. This class of drugs is typically prescribed to stabilize or improve mood, mental status, or behavior. If medically appropriate, generic medications shall be prescribed. The vendor shall seek medication pricing from a minimum of three (3) sources on an ongoing basis to occur no less than quarterly. The vendor shall utilize the source with the lowest cost to the Judiciary.

The vendor shall provide:

- a. **Psychotropic Medication (6040)** in either oral or injectable form subsequent to a prescription from a licensed psychiatrist, medical doctor/physician, or other qualified practitioner with current prescriptive authority, who meets the standards of practice established by his/her state's regulatory board. This service is only available when used in conjunction with code 6050 or 6051.

The vendor may charge an:

- b. **Administrative Fee (6041)** to acquire the psychotropic medication (i.e., via a pharmacy or other source) not exceeding five (5) percent of the actual funds expended for the psychotropic medications.

c. **Psychotropic Medication Monitoring (6051)**

The vendor shall:

- (1) Prescribe and evaluate the efficacy of psychotropic medications (incorporating feedback from the treatment provider and/or the USPO/USPSO), and the need for laboratory testing, order the laboratory tests as indicated, and monitor the laboratory test results making changes to the treatment regimen as indicated;
- (2) Report the name of the authorized practitioner who provided the medication monitoring, date, service code, and comments (i.e., adjustment, responsiveness, need for change in medication, etc.) on the Monthly Treatment Report (Prob 46).

The vendor shall ensure that:

d. **Medication Monitoring (6051)** is provided by:

- (1) A licensed psychiatrist, medical doctor/physician, or other qualified practitioner with current prescriptive authority, who is board certified or board-eligible by the American Board of Psychiatry or the American Osteopathic Board of Neurology and Psychiatry, and/or meets the standards of practice (i.e., academic training, residency, etc.) established by his/her state's regulatory board), or
- (2) Other qualified practitioner (i.e., Licensed/Certified Nurse Practitioner/Specialist) with current prescriptive authority who meets the standards of practice established by his/her state's regulatory board.

4. **Medically Managed Treatment**

Medically Managed Treatment (MMT) is the use of medications with counseling and behavioral therapies to treat substance use disorders. Medications used in MMT are approved by the Food and Drug Administration (FDA), and MMT programs are clinically driven and tailored to meet each patient's needs. MMT treatment programs must be certified in accordance with 42 CFR Part 8, which includes being registered with the Drug Enforcements Agency (DEA) and the Substance Abuse and Mental Health Administration (SAMSHA), in addition to adhering to any state regulations or statutes. If medically appropriate, generic medications shall be prescribed. The vendor shall seek medication pricing from a minimum of three (3) sources on an ongoing basis to occur no less than quarterly. The vendor shall utilize the source with the lowest cost to the Judiciary.

The vendor shall provide:

- a. **Agonist/Antagonist Medication (7020)** in either oral or injectable form subsequent to a prescription from a licensed psychiatrist, medical doctor/physician, or other qualified practitioner with current prescriptive authority, who meets the standards of practice established by his/her state's regulatory board. (e.g., Naltrexone, Trexan, Antabuse, Methadone, Buprenorphine, etc.) This service is only available when used in conjunction with individual or group counseling (Project Codes 2010, 2020, 2021, 2022, 2030, 2040, 2080, 2090, 6015, 6026, 6027, 6036).

The vendor may charge an:

- b. **Administrative Fee (7021)** to acquire the agonist/antagonist medication (i.e., via a pharmacy or other source) not exceeding five (5) percent of the actual funds expended for the medications

5. **Inpatient Detoxification**

The vendor shall provide:

- a. One of the following:
 - (1) **Non-medical Detoxification (8050)** in a non-medical therapeutic "social detoxification" setting with routine medical and nursing services on call, **and**

6. **Agonist/Antagonist Medication**

The vendor shall provide:

- a. **Agonist/Antagonist Medication Monitoring (9021)**

The vendor shall ensure that:

1. Medication is administered in compliance with all federal, state and local regulations.
2. Medication is administered in conjunction with intensive counseling and urine specimen collection.
3. Medication is prescribed by physicians who have specialized training in addiction medicine.
4. The defendant/person under supervision:
 - (1) Is at least 18 years old;

- (2) Has voluntarily agreed to medication treatment;
- (3) Meets the criteria for opioid use disorder, opioid withdrawal, and/or alcohol use disorder as defined in the current version of the DSM; and
- (4) Has written medical clearance stating that:
 - (a) There is minimum danger of side effects from medication; and
 - (b) Defendant/person under supervision is fully aware of the side effects.

The vendor shall:

- 1. Prescribe and evaluate the efficacy of agonist/antagonist medications (incorporating feedback from the treatment provider and/or the USPO/USPSO), and the need for laboratory testing, order the laboratory tests as indicated, and monitor the laboratory test results making changes to the treatment regimen as indicated. **The vendor shall provide necessary physical examinations and laboratory tests associated with medications under codes 4010 and 4020, respectively;**
- 2. Review with the USPO/USPSO the defendant/person under supervision's program regularly to monitor dosage levels and length of treatment; and
- 3. Monitor the patient for evidence of clinical deterioration.

- b. **Administration of Agonist/Antagonist Medication (9020)** -the service of dispensing oral medication and monitoring its ingestion and/or administration of intramuscular injections. **The vendor shall provide necessary physical examinations and laboratory tests associated with medications under codes 4010 and 4020, respectively.**

7. Residential Placements

The vendor shall provide at the daily per diem rates stated in Section B, the following services. The USPO/USPSO shall include a local service requirement which defines whether the required residential placement services will be specifically for males, females, or both.

- a. **Therapeutic Community Treatment (1001); Confined Treatment Alternative (1503); Short-Term Residential Treatment (2001); Long-Term Residential Treatment (2002); Short-Term Residential Treatment for Co-Occurring Disorders (6001); and/or Long-Term Residential Treatment for Co-Occurring Disorders (6002):**
 - (1) Per diem rates include room and board, assessment,

counseling/therapeutic services, physical examination and blood and urine specimen collection.

- (2) For invoicing purposes per diem rates are calculated based on the following:
 - (a) A calendar day unit (midnight to midnight) for continuous placement of over 24 hours; and
 - (b) Is prorated/calculated as one-fourth of a calendar day for
 - (1) Six (6) hours or less, or
 - (2) When a client is absent from contractor's facility without USPO/USPSO's or vendor's permission for over twenty-four (24) hours.

Example:

Assume a per diem rate of \$12.00. Client entered a residential facility at 2:00 p.m. on Day 1 and was discharged from the facility at 7:00 a.m. on Day 3.

Time Spent		Charge
Day 1	2 Quarters	\$6.00
Day 2	4 Quarters	\$12.00
Day 3	2 Quarters	\$6.00

- (1) **Short-term Residential Treatment (2001)** is for defendants/persons under supervision suffering from chemical dependency and needing residential treatment for a period not exceeding 90 days unless approved by PPSO. Residential treatment facilities provide a highly structured environment that incorporates counseling, drug testing, and other approaches that involve cooperative living for people receiving treatment. The defendant's/persons under supervision's progress shall be monitored and reported to the USPO/USPSO every 30 days.

The vendor shall provide:

- (1) A discharge summary report for each defendant/person under supervision upon termination of the residential period for **Therapeutic Community Treatment (1001); Short-term Residential Treatment (2001); Long Term Residential Treatment (2002); Short-term Residential Treatment for Co-Occurring Disorders (6001); and/or Long-Term Residential Treatment for Co-Occurring Disorders (6002); and Confined Treatment Alternative (1503).**

- (a) Briefly describing the defendant's/person under supervision's adjustment and performance while in treatment and the circumstances surrounding his/her termination, and
- (b) A typed summary to the USPO/USPSO within 10 calendar days of the defendant's/person under supervision's discharge that includes recommendations for aftercare treatment.

8. **Residential Facilities Requirements (8010, 8030, 8050) and Residential Placements (1001, 1503, 2001, 2002, 6001, and 6002)**

All residential, housing and inpatient services listed above shall be provided at facilities that are licensed by the state and locality (if applicable) in which they are located and are in compliance with the Residential Facility Requirements (below).

a. **Defendant/Person under supervision Information**

The vendor shall obtain at intake: the resident's name; home address; date of birth; race; gender; and special medication problems or needs; the name of the resident's personal physician (if applicable); the resident's legal status including conditions of release; and the names of parties to notify in case of an emergency. The vendor shall notify the USPO/USPSO immediately if the defendant/person under supervision leaves the treatment facility without proper authorization and/or fails to report for treatment, and within 24 hours if conduct violating a condition of supervision occurs, or third-party risk issues are identified.

b. **Staff Qualifications**

The vendor shall ensure that the facilities:

- (1) Have adequately trained and physically able, paid staff on duty/premises to provide 24 hours, 7-days a week coverage. (Staff may not be asleep during their assigned shifts);
- (2) Use volunteers only at the discretion of the USPO/USPSO;
- (3) Keep written position descriptions that accurately describe current duties for all staff performing services under this agreement;
- (4) Establish minimum employment qualifications for all staff performing services under this agreement;
- (5) Have, at a minimum one staff member on each shift that is trained in

emergency CPR and first aid;

- (6) Use practitioners providing clinical counseling services that have at least one of the following:
 - (a) an advanced degree (masters or doctoral level) in behavioral science, preferably psychology or social work, or
 - (b) a BA/BS and at least two years of drug treatment training and/or experience;
- (7) Have counselors that are certified and/or have credentials to engage in substance use treatment intervention recognized by the state or local certifying authority; and
- (8) Only use paraprofessionals under the direct supervision of, and in conjunction with, a staff member who meets the requirements described in item (6) (a) and (b) above, and after obtaining the approval of the contracting officer or designee. Interns may be considered paraprofessionals.

c. **Code Compliance**

The vendor shall:

- (1) Comply with all applicable (e.g., building sanitation, health, fire electrical, zoning) laws, ordinances and codes.
- (2) Upon request of the USPO/USPSO the vendor shall document compliance with, non-applicability of, any item in c. (1) above.

d. **Sleeping and Bathroom Facilities**

The vendor shall:

- (1) Provide well-lit and ventilated sleeping quarters.
- (2) Supply each defendant/person under supervision with a bed, mattress and storage space for personal articles.
- (3) Supply each defendant/person under supervision with a complete set of bed linens and towels which are, at a minimum exchanged or washed weekly.
- (4) Provide toilet, sink, and bathing facilities on the premises.

e. **Emergency Plans**

The vendor shall:

- (1) Have annually updated, written emergency and evacuation plans and diagrams for emergencies (e.g., fire, natural disaster and severe weather) that are communicated to each arriving defendant/person under supervision and shall be posted conspicuously in the facility.
- (2) Conduct quarterly evacuation drills when a representative number of defendant/person under supervision and other residents are present and document such.
- (3) Train all facility personnel to implement the emergency and evacuation plans and document such training.

f. **Safety Precautions**

The vendor shall provide:

- (1) At least two means of an exit from each floor level.
- (2) Smoke detectors on each floor providing complete and prompt coverage.
- (3) Electrically lighted exit signs and egress routes with backup battery powered emergency lighting.
- (4) Portable fire extinguishers throughout the facility appropriately rated and classed (i.e., Rated 2A; Class A extinguisher per 600 square feet for light hazard occupancy with a maximum travel distance of 75 feet to an extinguisher).
- (5) Clean and sanitary facilities and surrounding areas, and clear hallways, stairs and exits.
- (6) Fire inspections and testing of fire equipment by the equipment representative conducted at least semiannually.
- (7) No mattresses or pillows acquired after commencement of the contract that contain polyurethane or polystyrene.
- (8) Appropriate storage of all hazardous materials (e.g., paint adhesives, thinners, etc. are stored in metal containers away from areas such as

sleeping quarters, kitchens, furnaces, stairwells, and exits).

g. General Food Service

The vendor shall:

- (1) Plan diets according to physician's requirements, if applicable.
- (2) Provide meals for defendants/persons under supervision whose work schedules prevent them from eating at meal time.
- (3) Provide daily reasonable food selections.
- (4) Provide nutritiously, varied and balanced sack lunches for defendant/person under supervision requiring these.
- (5) Prepare menus at least a week in advance and keep menus for three months.
- (6) Have a registered dietitian or physician annually approve the nutritional value of fixed menus, and semiannually approve non-fixed menus and document such.
- (7) Ensure that all persons preparing food comply with applicable federal, state and local health laws, codes and regulations.

h. Department of Health, Education and Welfare Food Service Standards

The U.S. Food and Drug Administration (FDA) publishes the *Food Code*, a model that assists food control jurisdiction at all levels of government by providing them with a scientifically sound technical and legal basis for regulating the retail and food service segment of the industry (restaurants and grocery stores and institutions such as nursing homes). Local, state, tribal and federal regulators use the *FDA Food Code* as a model to develop or update their own food safety rules and to be consistent with national food regulatory policy. At a minimum, the vendor shall comply with the standards set forth in the most recent version of the *FDA Food Code*, which can be found at <http://www.cfsan.fda.gov/~dms/fc05-toc.html>.

i. Vendor Meals Served in Restaurants

The vendor shall ensure that restaurants preparing and serving food to residents are full-service; have valid state or local license, certificate or permit to operate, prepare and/or serve food; and meet all state and/or local sanitation and health

laws, codes and regulations.

j. Emergency Medical Service

The vendor shall:

- (1) Keep basic first aid supplies as set forth in the American Red Cross First Aid Manual on-site at all times.
- (2) Train at least one staff member on each shift in emergency first aid and CPR.
- (3) Ensure that emergency 24 hour, 7-days a week medical service is available with a licensed general hospital, private physician or clinic.
- (4) Ensure that residents are responsible for their own medical expenses and that staff assists residents in identifying available community resources.

k. Counseling and Programmatic Requirements (PC 2001, 2002, 6001, 6002)

The vendor shall provide:

- (1) A minimum of 6 hours of structured programmatic activities per weekday (e.g., life skills training, GED, employment readiness, etc.), 3 hours of which shall be clinical group counseling.
- (2) A minimum of 1 hour of individual clinical counseling per week.

NOTE: The vendor shall notify USPO/USPSO immediately if the defendant/person under supervision leaves the treatment facility without proper authorization and/or fails to report for treatment, and within 24 hours if conduct violating a condition of supervision occurs, or third-party risk issues are identified.

9. Defendant/Person under supervision Transportation

The vendor shall provide:

- a. **Defendant/Person under supervision Transportation Expenses (1202)** for defendant/person under supervision

transportation to and from treatment facilities:

- (1) For eligible defendants/person under supervision who the USPO/USPSO determines are unemployed or unable to pay transportation prices,
- (2) That the USPO/USPSO authorizes and approves, **and**
- (3) That does not exceed the price of public transportation via the most direct route.

If public transportation is not available, the vendor must seek prior approval from the contracting officer or designee for reimbursement of alternative means of transportation accordance with the Judiciary Travel Regulations (JTR).

Note: The vendor may charge an **Administrative Fee (1201)** for **Defendant/Person under supervision**

Transportation Expenses (1202) which is a reasonable monthly fee to administer transportation expense funds, not exceeding five (5) percent of the monthly funds distributed under **Defendant/Person under supervision Transportation Expenses (1202)**.

10. **Vendor Local Travel:**

The vendor may invoice for:

- a. **Vendor's Local Travel by Vehicle (1401)** for vendor or staff travel to defendants'/person under supervision' homes or employment, medical appointments or for other contract-related travel authorized and approved by the USPO/USPSO and conforming with the following:
 - (1) At a rate established in the Judiciary Travel Regulations **and**
 - (2) Recorded on Probation Form 17, Daily Travel Log, and limited to reimbursement of mileage per judiciary travel regulations.
- b. **Vendor's Local Travel by Common Carrier (1402)** (airfare is not approved travel under this statement of work) for travel outlined above in **Vendor Local Travel by Vehicle (1401)** and conforming with the following:
 - (1) Reimbursement at actual price as established in the Judiciary Travel Regulations, Any such travel must first be authorized by the

- USPO/USPSO to include the type, train or bus, and it must be at the lowest fare possible; **and**
- (2) Recorded on Probation Form 17, Daily Travel Log.

11. Deliverables

a. Defendant/Person under supervision Records and Conferences

(1) File Maintenance

The vendor shall:

- (a) Maintain a secure filing system of information on all defendants/persons under supervision to whom the vendor provides services under this contract/agreement. If information is maintained electronically, the vendor shall make a hard copy of all files available for review immediately upon request of the USPO/USPSO or designee.
- (b) Segregate defendant/person under supervision files from other vendor records. This will facilitate monitoring and promote defendant/person under supervision confidentiality.
- (c) Keep a separate file for each defendant/person under supervision.
- (d) Create a separate file when a defendant on pretrial services supervision is sentenced to probation supervision, but continued in treatment with the vendor. The vendor may copy any information relevant from the pretrial services file and transfer it into the probation file, except for information covered under the Pretrial Services Confidentiality Regulations. The vendor and its subcontractors are authorized to access criminal history information available in pretrial services or probation records that have been provided by the USPO/USPSO. This information is provided solely for the purpose of providing services under this contract. Any unauthorized re-disclosure of this information may result in termination of this contract and the imposition of civil penalties.
- (e) Identify any records that disclose the identity of a defendant/person under supervision as **CONFIDENTIAL**.
- (f) Keep all defendant/person under supervision records for three years after the final payment is received for Judiciary inspection and review, **except** for litigation or settlement of claims arising out of the performance of this agreement, which records shall be maintained until final disposition of

such appeals, litigation, or claims.

- (g) At the expiration of the performance period of this agreement the vendor shall provide the USPO/USPSO or designee a copy of all defendant/person under supervision records that have not been previously furnished, including copies of chronological notes.

NOTE: The vendor shall comply with the HIPAA privacy rule Security Standards for the Protection of Electronic Protected Health Information set forth at 45 C.F.R. § 164.302 to 318 with regard to electronic information.

b. **Disclosure**

The vendor shall:

- (1) Protect **CONFIDENTIAL** records from disclosure except in accordance with item number b. (2), (3), (4), (5), (6), and (7) below.
- (2) Obtain defendant's/person under supervision's authorization to disclose confidential health information to the USPO/USPSO. If the vendor is unable to obtain this disclosure, the vendor shall notify the USPO/USPSO immediately.
- (3) Disclose defendant/person under supervision records upon request of the USPO/USPSO or designee to the USPO/USPSO or designee.
- (4) Make its staff available to the USPO/USPSO to discuss treatment of a defendant/person under supervision.
- (5) Disclose defendant/person under supervision records only in accordance with 42 C.F.R. Part 2, and 45 C.F.R. § 160.201 to 205 and Part 164 (even if the vendor is not otherwise subject to 45 C.F.R. § 16.201 to 205, and Part 164). The vendor shall disclose records only after advising the USPO/USPSO of the request and any exceptions to the disclosure of, or an individual's right of access to, treatment or protected health information that might apply.
- (6) Not disclose "pretrial services information" concerning pretrial services clients. "Pretrial services information," as defined by the "Pretrial Services Confidentiality Regulations," is "any information, whether recorded or not, that is obtained or developed by a pretrial services officer (or a probation officer performing pretrial services duties) in the course of performing pretrial services." Pretrial Services Confidentiality Regulations, §2.A. Generally, any information developed by an officer

performing pretrial services that is shared with the vendor will be confidential pretrial services information. Only a judicial officer or a Chief USPO/USPSO may authorize disclosure of pretrial services information to a third party pursuant to the Pretrial Services Confidentiality Regulations. Any doubts about whether a potential disclosure concerns pretrial services information must be resolved by consultation with the USPO/USPSO.

- (7) The vendor and its subcontractors are authorized to access criminal history information available in pretrial services or probation records that have been provided by the USPO/USPSO. This information is provided solely for the purpose of providing services under this contract. Any unauthorized re-disclosure of this information may result in termination of this contract and the imposition of civil penalties.
- (8) Ensure that all persons having access to or custody of defendant/person under supervision records follow the disclosure and confidentiality requirements of this agreement and federal law.
- (9) Notify the USPO/USPSO immediately upon receipt of legal process requiring disclosure of defendant/person under supervision records.

Note: The Judiciary agrees to provide any necessary consent forms that federal, state or local law requires.

c. File Content

The vendor's file on each defendant/person under supervision shall contain the following records:

- (1) **Chronological Notes** that:
 - (a) Record all contacts (e.g., face-to-face, telephone) with the defendant/person under supervision including collateral contacts with family members, employers, USPO/USPSO and others. Records shall document all notifications of absences and any apparent conduct violating a condition of supervision occurs.
 - (b) Are in accordance with the professional standards of the individual disciplines and with the respective state law on health care records.
 - (c) Document the goals of treatment, the methods used, the defendant's/person under supervision's observed progress, or lack thereof, toward reaching the goals in the treatment records. Specific

achievements, failed assignments, rule violations and consequences given should be recorded.

- (d) Accurately reflect the defendant's/person under supervision's treatment progress, sessions attended, and changes in treatment.
 - (e) Are current and available for review by the USPO/USPSO or designee and by the Probation and Pretrial Services Office (PPSO) at the Administrative Office.
 - (f) Chronological notes shall be legible, and be dated and signed by the practitioner.
- (2) **Program Plan** (Probation Form 45) that:
- (a) Identifies vendor services to be provided to the defendant/person under supervision and billed to the Judiciary under the terms of agreement, and any co-payments due by the defendant.
 - (b) USPO/USPSO prepares during or immediately after the case staffing conference. The program plan authorizes the vendor to provide services (e.g., **Intake Assessment and Report (2011)**) to the defendant/person under supervision.
 - (c) USPO/USPSO shall amend the Program Plan (Probation Form 45) when changing the services, the vendor shall perform, their frequency, or other administrative changes (e.g., co-payment amounts) and upon termination of services.
- (3) **Amended Program Plan (Probation Form 45)** (if applicable) that USPO/USPSO prepares:
- (a) During or immediately following the case staffing conference, or any other changed circumstance if service delivery changes from existing Program Plan (Probation Form 45).
 - (b) To obtain additional services for a defendant/person under supervision during the agreement or to change the frequency of a defendant/person under supervision's urine collection.
 - (c) To document any other changes in co-payments, frequency of treatment, etc.
 - (d) To terminate services.

- (4) **Monthly Treatment Report (Probation Form 46)** that:
 - (a) Is submitted along with the monthly invoice and the Daily log for the month for which the vendor is invoicing, except for clients who are receiving urinalysis services only (PC 1010, 1011).
 - (b) Summarizes defendant/person under supervision's activities during the month, lists attendance dates, and accompanies the monthly invoice.
 - (c) Documents defendant/person under supervision progress (e.g., adjustment, responsiveness, significant problems, employment).
 - (d) Reflects changes in the Program Plan (Probation Form 45).
 - (e) Records urine collection and test results, if applicable.
 - (f) Shall be typed if requested by the USPO/USPSO.
- (5) **Authorization to Release Confidential Information** (Probation Forms 11B, 11E, or 11I, and PSA Forms 6B, or 6D) that:
 - (a) The defendant/person under supervision and USPO/USPSO sign prior to the defendant's/person under supervision's first appointment with the treatment provider.
 - (b) The vendor shall obtain the defendant's/person under supervision's signature before releasing any information regarding the defendant/person under supervision or the defendant's/person under supervision's treatment and progress to the USPO/USPSO.
- (6) **Daily Travel Log** (Probation Form 17) (if applicable) that:
 - (a) Vendor shall submit Probation Form 17 with the monthly invoice for **Vendor's Local Travel** by vendor or staff.
 - (1) By **Vehicle (1401)** (at the rate in the Judiciary Travel Regulations), or
 - (2) By **Common Carrier (1402)** (at the rate in the Judiciary Travel Regulations)
- (7) **Sign-In, Sign-Out Daily Treatment Log** (if applicable) that:

- (a) Along with the monthly invoice, is submitted for the month for which the vendor is invoicing.
- (b) USPO/USPSO or designee uses to certify the monthly invoice.
- (c) USPO/USPSO shall review for approval if vendor Daily Log form differs from the USPO/ USPSO sample form.
- (d) Defendant/person under supervision shall sign-in upon arrival and sign-out when leaving the vendor's facility.
- (e) Documents any defendant/person under supervision co-payment, and
- (f) Vendor shall ensure that a defendant/person under supervision signing or initialing an entry in the Daily Log cannot see the names or signatures of other defendants/person under supervision.

NOTE: Allowing anyone undergoing treatment to see the names or signatures of other defendants/person under supervision violates federal confidentiality regulations regarding treatment records.

(8) **Urinalysis Testing Log** (If applicable) (Attachment J.9) that:

- (a) Along with the monthly invoice, is submitted for the month for which the vendor is invoicing.
- (b) Shall record all collected urinalysis specimens and indicate:
 - (1) Defendant or person under supervision's name and PACTS number
 - (2) Collection Date
 - (3) Specimen (bar code) number
 - (4) Collector's initials
 - (5) Test results and date received (if applicable)
 - (6) Drugs or medication taken, and
 - (7) Special test requested
 - (8) Co-pay collected (if applicable)
- (c) Shall record any unusual occurrences in the collection process, and in the specific gravity and temperature readings (if applicable).
- (d) The vendor shall submit for USPO/USPSO approval if vendor Daily Urinalysis Log form differs from the sample form provided in attachment J.9.

- (e) The vendor shall ensure that a defendant/person under supervision signing or initialing an entry Urinalysis Log cannot see the names or signatures of other defendants/person under supervision.

NOTE: Allowing anyone undergoing treatment to see the names or signatures of other defendants/person under supervision violates federal confidentiality regulations regarding treatment records.

d. **Case Staffing Conference**

Upon USPO/USPSO referral of a defendant/person under supervision to the vendor, the vendor shall:

- (1) Participate in a 3-way meeting with the USPO/USPSO, defendant/person under supervision and vendor for an initial case staffing.
- (2) Meet with the USPO/USPSO face-to-face or via a telephone conference at least every 30 days to discuss the defendant's/person under supervision's progress in treatment.
- (3) Consult and meet as requested by the USPO/USPSO.

NOTE: The price of case staffing conferences and consultations are included in the prices in Section B.

e. **Vendor Reports (Substance Use, Mental Health, and Sex Offense Specific Treatment Reports)**

The vendor shall:

- (1) Provide a report on the defendant's/person under supervision's treatment progress upon USPO/USPSO's request. Reports shall include specific/measurable goals and objectives with target completion dates that are periodically reviewed.
- (2) Provide a written recommendation in the report to whether or not a defendant's/person under supervision's treatment shall be continued or terminated.
- (3) If the vendor recommends treatment termination, the vendor shall provide a reason for this recommendation in the written report (i.e., whether the defendant/person under supervision responded to treatment and no longer needs aftercare, or whether the defender/person under supervision failed to respond to treatment)

f. **Vendor Testimony**

The vendor, its staff, employees, and/or subcontractors shall:

- (1) Appear or testify in legal proceedings convened by the federal court or Parole Commission only upon order of the federal court with jurisdiction, and
 - (i) a request by the United States Probation and/or Pretrial Services Offices, United States Attorney's Offices, or United States Parole Commission, or
 - (ii) in response to a subpoena.
- (2) Provide testimony including but not limited to a defendant's/person under supervision's: attendance record; drug test results; general adjustment to program rules; type and dosage of medication; response to treatment; test results; and treatment programs.
- (3) Receive reimbursement for subpoenaed testimony through the Department of Justice based on its witness fee and expense schedule.
- (4) Receive necessary consent/release forms required under federal, state or local law from the Judiciary.
- (5) Not create, prepare, offer, or provide any opinions or reports, whether written or verbal that are not required by this statement of work and the treatment program unless such action is approved in writing by the Chief US Probation Officer or Chief US Pretrial Services Officer.

g. **Emergency Contact Procedures**

The vendor shall establish and post emergency (24 hours/ 7 days a week) contact procedures (i.e., crisis intervention, schedule changes, local hotlines, and/or situations requiring immediate attention), for times when counselors are not available.

12. **Notifying USPO/USPSO of Defendant/Person under supervision Behavior**

The vendor shall:

- a. Notify the USPO/USPSO within 24 hours or as specified in writing by the Contracting Officer of defendant/person under supervision behavior including but

not limited to:

- (1) Positive drug or alcohol test results.
- (2) Attempts to adulterate a urine specimen and/or compromise any drug detection methodology to determine illicit drug usage.
- (3) Failure to produce a urine specimen for testing (i.e., stall; withholding a specimen or failure to produce a specimen of sufficient quantity for testing).
- (4) Failure to appear as directed for urine collection, evaluation, counseling session or alcohol test (i.e., no show).
- (5) Failure to follow vendor staff direction.
- (6) Apparent failure to comply with conditions of supervision.
- (7) Any behavior that might increase the risk of the defendant/person under supervision to the community.

Note: Vendor shall report any information from any source regarding a defendant's/person under supervision's apparent failure to comply with conditions of supervision.

13. **Staff Requirements and Restrictions**

The vendor shall ensure that:

- a. After award, persons currently under pretrial services, probation, parole, mandatory release, or supervised release (federal, state or local) shall not perform services under this agreement nor have access to defendant/person under supervision files.
- b. After award, persons charged with or under investigation for a criminal offense shall not perform services under this agreement nor have access to defendant/person under supervision files unless approved in writing by the Contracting Officer after consultation with PPSO and PMD.
- c. After award, persons convicted of any sexual offense (including but not limited to, child pornography offenses, child exploitation, sexual abuse, rape or sexual assault) or required under federal, state, or local law to register on the Sexual Offender registry shall not perform services under this agreement or contract nor

shall they have access to defendant/person under supervision files unless approved in writing by the Contracting Officer after consultation with PPSO and PMD.

- d. After award, persons with any restrictions on their licenses, certifications or practice (or those who voluntarily agree to such a restriction) based on negotiations or proceedings with any licensing authority, shall not perform services under this agreement or contract nor shall they have access to defendant/person under supervision files unless approved in writing by the Contracting Officer after consultation with PPSO and PMD.
- e. The vendors and its employees shall:
 - (1) Avoid compromising relationships with defendants/person under supervision and probation or pretrial services staff, and
 - (2) Not employ, contract with, or pay any defendant/person under supervision or defendant's/person under supervision's firm or business to do any work for the vendor either at the vendor's facilities or personally for any of the vendor's employees during the period of this agreement.
 - (3) Report any such improprieties or the appearance thereof immediately to the USPO/USPSO or designee.
 - (4) Report to the USPO/USPSO any investigations, pending charges, arrests and/or convictions related to a criminal offense, any restrictions on staff licenses or certifications, whether imposed or voluntary, involving any staff performing services under this agreement within 48 hours of obtaining knowledge.
- f. The vendor shall notify the USPO/USPSO in writing of any staff changes and provide documentation of any required licensing, certification, experience and education requirements, or changes thereof. The vendor shall submit an Offeror's Staff Qualifications form (Section L - Attachment C) for each new staff member added under the agreement.
- g. Failure to comply with the above terms and conditions could result in termination of this agreement.

14. **Facility Requirements:**

The vendor shall ensure that its facility(ies) has adequate access for defendants/person under supervision with physical disabilities.

15. The vendor shall comply with all applicable state, federal and local laws and regulations when performing services required under this contract or agreement. Failure to do so may result in immediate termination, and subject the vendor to civil and/or criminal penalties.

16. **Local Services**

NOTE: Insert the statement of work and project codes for local services. On the required service line an asterisk (*) shall be used to denote which project code in Section B will be amended in the local services section. The local services section shall be used for districts to further define a specific need. **Additional codes shall not be created under any circumstances without written approval from PPSO at the Administrative Office of the United States Courts. All local needs shall be approved in writing by PPSO.**

PSYCHOLOGICAL/PSYCHIATRIC WORK-UP, EVALUATION, AND REPORT

* 5030

The vendor should notify the USPO/USPSO and the Contracting Officer in writing of any staff changes within 48 hours of knowledge of the change and provide documentation of any required licensing, certification, experience and education requirements, or changes thereof. The vendor shall submit an Offerors Staff Qualification Form (Section L Attachment C) for each new staff member added under the agreement.

MENTAL HEALTH COUNSELING

* 6051

The vendor should notify the USPO/USPSO and the Contracting Officer in writing of any staff changes within 48 hours of knowledge of the change and provide documentation of any required licensing, certification, experience and education requirements, or changes thereof. The vendor shall submit an Offerors Staff Qualification Form (Section L Attachment C) for each new staff member added under the agreement.

INPATIENT DETOXIFICATION

* 8050

The vendor should notify the USPO/USPSO and the Contracting Officer in writing of any staff changes within 48 hours of knowledge of the change and provide documentation of any required licensing, certification, experience and education requirements, or changes thereof. The vendor shall submit an Offerors Staff Qualification Form (Section L Attachment C) for each new staff member added under the agreement.

* 2001

The vendor should notify the USPO/USPSO and the Contracting Officer in writing of any staff changes within 48 hours of knowledge of the change and provide documentation of any required licensing, certification, experience and education requirements, or changes thereof. The vendor shall submit an Offerors Staff Qualification Form (Section L Attachment C) for each new staff member added under the agreement.

*Services must be able to be provided fluently in both English and Spanish.

SECTION D. PACKAGING AND MARKING

NOT APPLICABLE

SECTION E - INSPECTION AND ACCEPTANCE

E.1 Vendors Performance (Mandatory Requirement)

The vendor and/or subcontractor shall:

- (a) Maintain a physical facility that meets all applicable federal, state and local regulations (e.g., building codes).
- (b) Not endanger the health and safety of employees, clients and the community.
- (c) Provide physical facilities that preserve both the integrity of the confidential relationship and the personal dignity of the client.

E.2 Clause B-5 Clauses Incorporated by Reference (SEP 2010)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address:

<http://www.uscourts.gov/procurement.aspx>

The clauses listed below are applicable to Agreements and Contracts at any value.

Clause 2-5A Inspection of Products (APR 2013)

Clause 2-5B Inspection of Services (APR 2013)

SECTION F - DELIVERIES OR PERFORMANCE

F.1 Provision of Services to Federal Offenders and Defendants (Mandatory Requirements)

- a. In an effort to protect the community by providing outpatient treatment, the vendor shall have the capability to immediately place Federal clients in outpatient or urine surveillance without regard to any placement backlog or waiting lists.
- b. Recognizing the problems of limited bed space, vendors shall place referrals for residential placements in the first available bed space.
- c. The vendor shall not unilaterally refuse services to any defendant or offender referred by the Government, except where the defendant or offender poses an apparent danger to the vendor's staff or other clients. The vendor shall not refuse service without approval of the Government.
- d. Termination of clients from treatment, based upon a violation of the vendor's program rules and regulations shall not be made without the approval of the Government. When necessary, the vendor may take appropriate and immediate action to protect staff and clients.
- e. The contractor shall not tell defendants or offenders to misrepresent or withhold information regarding the treatment provider or the treatment services received in response to questions posed by the USPO/USPSO or other government or law enforcement agencies authorized to make such inquiries.

F.2 The vendor shall perform and comply with the mandatory requirements set forth in Sections C, E, F, and G of this contract or agreement. A vendor's noncompliance or failure to do so shall be the basis for termination of the contract or agreement.

SECTION G - AGREEMENT ADMINISTRATION DATA**G.1 Contact Point for Assistance**

- a. Contact the person listed in block 7 on the form **Solicitation/Offer/Acceptance**, in Section A, p. 1 of the Request For Proposals (RFP).

G.2 Fiscal Records (Mandatory Requirement)

The vendor shall:

- a. Maintain its fiscal records according to generally accepted accounting principles.
- b. Keep and identify all financial records, that disclose the identity of any defendant/offender as **CONFIDENTIAL**.
- c. Keep all defendant/offender records associated with the agreement for three (3) years after the final payment date under the agreement, for Government inspection and review, except that the vendor shall keep defendant/offender records relating to litigation or settlement of claims arising out of the performance of this agreement, until final disposition of such appeals, litigation, or claims.

G.3. Invoices (Mandatory Requirement)

The vendor shall:

- a. Submit an original copy of the invoice to the address listed in block 7 of the **Solicitation/Offer/Acceptance** in SECTION A, p.1 of the RFP. Additionally, the **Monthly Treatment Report, Daily Log, Urinalysis Log and Daily Travel Log** (if applicable) shall be submitted to the USPO/USPSO.
- b. Submit invoices monthly to arrive no later than the tenth (10th) day of the month for services provided during the preceding month.
- c. Use the Administrative Office invoice (Parts A and B), or a probation office local invoice form, approved by the Administrative Office, indicating:
 - (1) Individual defendant/offender names and identifying numbers, and
 - (2) Charges for each service, identified by its project code, as described in **SECTION C - STATEMENT OF WORK**, of this document.

Note: The Administrative Office encourages computer generated billing and will accept a

vendor's invoice form that contains the same information as the Administrative Office invoice. The vendor shall only submit invoices electronically in a manner approved by the Contracting Officer and in compliance with 45 C.F.R. § 164.302 to 164.318.

- d. Submit with the invoice a certification by an authorized official of the vendor that the invoice:
 - (1) Is correct and accurate to the best of his/her knowledge, and
 - (2) Includes only charges for services actually provided to defendant(s)/offender(s).
- e. The vendor shall submit separate invoices for services provided to pretrial services defendants and Bureau of Prisons inmates to the appropriate pretrial services or Bureau of Prisons office.
- f. The vendor may include the "No-Show" factor in the unit price charged for the following services. The vendor shall not include a charge for a "No-Show" as a separate item.

1010	2090	5030	6030
1011	4010	6000	6032
2000	4020	6010	6036
2010	5010	6012	6050
2011	5011	6015	6051
2020	5012	6020	6080
2021	5020	6021	6090
2022	5021	6022	6091
2030	5022	6026	7013
2040	5023	6027	7023
2080	5025	6028	

Note: A "No-Show" occurs when a defendant/offender does not show (and does not cancel with at least 24 hours advance notice) for a prescheduled service provided customarily by a physician or other professional staff member.

- g. The vendor shall charge for a session longer or shorter than the prescribed unit time (when the unit price is based on a prescribed unit of time) by adjusting the charge up or down in fifteen minute increments. If circumstances necessitate adjustment of the charge based on the example below in section (i), the vendor shall contact the Government for approval. Sessions lasting less than 16 minutes shall be treated as a "no show" for the purposes of billing.
- h. The vendor shall include on the monthly invoice the item number and the fractional part of the session for which the vendor is billing the Government.
- i. **Example:**

Assume that the rate of service is \$10.00 per half hour.

Time Spent (in minutes)	Charge
0 - 15	\$ 0.00
16 - 30	\$10.00
31 - 45	\$15.00
46 - 60	\$20.00

- j. The vendor shall include the cost of written reports and conferences with the USPO/USPSO in the prices for defendant/offender services unless the Program Plan authorizes them as part of a specific service (e.g., Intake Assessment and Report (2011), Psychological Evaluation and Report (5010)).
- k. The vendor shall include the cost of telephone contacts with defendants/offenders in the unit price for the services and shall not bill separately for these calls.

G.4 Reimbursements or Copayments (Mandatory Requirement)

- a. The vendor shall not request or accept payment either directly or indirectly from the defendant/offender for services under this agreement unless the USPO/USPSO authorizes in writing partial or total payment by the defendant/offender for prescheduled individual services customarily provided by a physician or professional staff member.
 - (1) The USPO/USPSO shall evaluate the defendant/offender's financial status (e.g., employment) before authorizing defendant/offender payments to the vendor and shall notify the defendant/offender and vendor of the authorized defendant/offender payments in the program plan.
- b. The vendor shall not submit invoices to the Government for services under this agreement where the vendor already has submitted invoices, or received payment for the same services from other sources.
- c. If the vendor has received any payments from insurance programs or other sources (e.g., state or local public assistance programs) for services for which the vendor has received payment from the Government under this agreement, the vendor shall reimburse the Government for these services.

- (1) The USPO/USPSO may order reimbursement in the form of deductions from subsequent invoices according to USPO/USPSO instruction and the terms and conditions of this solicitation document.

- (2) According to 18 USC 3672, the vendor may be required to reimburse the Director of the Administrative Office of the U. S. Courts in lieu of deducting payments from subsequent invoices.
- (3) The vendor shall not accept reimbursement for services in an amount that exceeds the amount authorized in the contract/agreement with the Government.

SECTION H - SPECIAL AGREEMENT REQUIREMENTS

H.1 Clause 7-25, Indemnification (AUG 2004)

- (a) The contractor assumes full responsibility for and shall indemnify the judiciary against any and all losses or damage of whatsoever kind and nature to any and all judiciary property, including any equipment, products, accessories, or parts furnished, while in its custody and care for storage, repairs, or service to be performed under the terms of this contract, resulting in whole or in part from the negligent acts or omissions of the contractor, any subcontractor, or any employee, agent or representative of the contractor or subcontractor.
- (b) If due to the fault, negligent acts (whether of commission or omission) and/or dishonesty of the contractor or its employees, any judiciary-owned or controlled property is lost or damaged as a result of the contractor's performance of this contract, the contractor shall be responsible to the judiciary for such loss or damage, and the judiciary, at its option, may, in lieu of requiring reimbursement therefor, require the contractor to replace at its own expense, all property lost or damaged.
- (c) *Hold Harmless and Indemnification Agreement* The contractor shall save and hold harmless and indemnify the judiciary against any and all liability claims and cost of whatsoever kind and nature for injury to or death of any person or persons and for loss or damage to any contractor property or property owned by a third party occurring in connection with or in any way incident to or arising out of the occupancy, use, service, operation, or performance of work under the terms of this contract, resulting in whole or in part from the acts or omissions of the contractor, any subcontractor, or any employee, agent, or representative of the contractor or subcontractor.
- (d) The contractor shall indemnify and hold the judiciary, its employees, and others acting on its behalf harmless against any and all loss, liability, or damage arising out of the negligence, failure to act, fraud, embezzlement, or other misconduct by the contractor, its employees, subcontractors, agents, or representatives of the contractor or subcontractor.
- (e) *Judiciary's Right of Recovery* Nothing in the above paragraphs will be considered to preclude the judiciary from receiving the benefits of any insurance/bonds the contractor may carry which provides for the indemnification of any loss or destruction of, or damages to, property in the custody and care of the contractor where such loss, destruction or damage is to judiciary property. The contractor shall do nothing to prejudice the judiciary's right to recover against third parties for any loss, destruction of, or damage to, judiciary property, and upon the request of the contracting officer will, at the judiciary's expense, furnish to the judiciary all reasonable assistance and cooperation (including assistance in the prosecution of suit and the execution of instruments of assignment in favor of the judiciary) in obtaining recovery.
- (f) *Judiciary Liability* The judiciary will not be liable for any injury to the contractor's personnel or damage to the contractor's property unless such injury or damage is

due to negligence on the part of the judiciary and is recoverable under the Federal Torts Claims Act, or pursuant to other statutory authority applicable to the judiciary.

H.2 DRUG-FREE WORKPLACE - JAN 2003

- (a) Definitions. As used in this clause,

"Controlled Substance" means a controlled substance in schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined in regulation at 21 CFR 1308.11-1308.15.

"Conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Federal or State criminal drug statutes.

"Criminal drug statute" means a Federal or non-Federal criminal statute involving the manufacture, distribution, dispensing, possession or use of any controlled substance.

"Drug-free workplace" means a site for the performance of work done in connection with a specific contract at which the employees of the Contractor are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance.

"Employee" means an employee of a Contractor directly engaged in the performance of work under a Government contract. "Directly Engaged" is defined to include all direct cost employees and any other Contractor employee who has other than a minimal impact or involvement in contract performance.

"Individual" means an offeror/contractor that has no more than one employee including the offeror/contractor.

- (b) The Contractor, if other than an individual, shall--within 30 calendar days after award (unless a longer period is agreed to in writing for contracts of 30 calendar days or more performance duration), or as soon as possible for contracts of less than 30 calendar days performance duration--
- (1) Publish a statement notifying such employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the Contractor's workplace and specifying the actions that will be taken against employees for violations of such prohibition;
 - (2) Establish an ongoing drug-free awareness program to inform such employees about-
 - (i) The dangers of drug abuse in the workplace;
 - (ii) The Contractor's policy of maintaining a drug-free workplace;
 - (iii) Any available drug counseling, rehabilitation, and employee assistance programs; and

- (iv) The penalties that may be imposed upon employees from drug abuse violations occurring in the workplace;
- (3) Provide all employees engaged in performance of the contract with a copy of the statement required by subparagraph (b)(1) of this clause;
- (4) Notify such employees in writing in the statement required by subparagraph (b)(1) of this clause, that as a condition of continued employment on the contract resulting from this solicitation, the employee will-
 - (i) Abide by the terms of the statement; and
 - (ii) Notify the employer in writing of the employee's conviction under a criminal drug statute for a violation occurring in the workplace no later than five (5) days after such conviction;
- (5) Notify the contracting officer within ten (10) days after receiving notice under subdivision (b)(4)(ii) of this clause, from an employee or otherwise receiving actual notice of such conviction. The notice shall include the position title of the employee;
- (6) Within 30 days after receiving notice under subparagraph (a)(4)(ii) of this clause of a conviction, take one of the following actions with respect to any employee who is convicted of a drug abuse violation occurring in the workplace:
 - (i) Taking appropriate personnel action against such employee, up to and including termination; or
 - (ii) Require such employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.
- (7) Make a good faith effort to maintain a drug-free workplace through implementation of subparagraphs (b)(1) through (b)(6) of this provision.
- (c) The Contractor, if an individual, agrees by award of the contract or acceptance of a purchase order, not to engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the performance of the contract resulting from the contract.
- (d) In addition to other remedies available to the Government, the Contractor's failure to comply with the requirements of paragraphs (b) and (c) of this clause may, render the Contractor subject to suspension of contract payments, termination of the contract for default, and suspension of debarment.

H.3 Government Furnished Property - (JAN 2003)

No material, labor, or facilities will be furnished by the Government unless otherwise provided for in this solicitation.

The Chief Probation Officer or Chief Pretrial Services Officer may furnish Government-owned telephone answering equipment, fax machines, and/or onsite drug-detection devices called non-

instrumented drug tests to a contractor if such equipment will improve the frequency of urine collection in the district. The equipment shall be used only for a random urine collection program.

SECTION I - REQUIRED CLAUSES**I.1 Clause 7-30, Public Use of the Name of the Federal Judiciary - (JUN 2014)**

- (a) The contractor shall not refer to the judiciary, or to any court or other organizational entities existing thereunder (hereinafter referred to as "the judiciary"), in advertising, news releases, brochures, catalogs, television and radio advertising, letters of reference, web sites, or any other media used generally by the vendor in its commercial marketing initiatives, in such a way that it represents or implies that the judiciary prefers or endorses the products or services offered by the contractor. This provision will not be construed as limiting the contractor's ability to refer to the judiciary as one of its customers when providing past performance information as part of a proposal submission, as opposed to general public marketing.
- (b) No public release of information pertaining to this contract will be made without prior judiciary written approval, as appropriate, and then only with written approval of the contracting officer.

I.2 Subcontracting

Services that the vendor proposes to refer to other service providers shall be considered subcontracting. The vendor (prime contractor) may subcontract the provision of treatment services to other service providers (subcontractors). After award, any proposed subcontractor arrangements or changes to the existing subcontractor arrangements are subject to the Contracting Officer's approval, and shall be submitted in writing to the Contracting Officer at least 30 days in advance of the proposed subcontracting arrangement or change. The Contracting Officer will respond promptly with written approval or disapproval. The prime contractor shall not refer defendants/offenders to any other vendor that has not been approved by the Contracting Officer in writing. The government reserves the right to revoke approval of any subcontractor at any time that does not meet the requirements of this contract/agreement.

The prime contractor is responsible to the judiciary for overall performance of the services required under this contract/agreement. If any services are subcontracted, the prime contractor shall ensure that the subcontractor is complying with the requirements of this contract/agreement, including the qualifications of any personnel providing services; the possession and maintenance of all appropriate state and local licenses in compliance with state and local regulations; and the appropriate documentation demonstrating compliance with all federal, state and local fire, safety and health codes. The prime contractor shall ensure that subcontractors are not debarred, suspended, or ineligible to perform under federal contracts.

A subcontractor has no contractual rights, known as privity of contract, against the judiciary. However, the subcontractor may have rights against the prime contractor.

Upon contract termination, the contractor must, except as otherwise directed by the CO, terminate all subcontracts to the extent that they relate to performance of the work terminated.

I.3. Clause 2-90D, Option to Extend the Term of the Contract - (APR 2013)

- (a) The judiciary may extend the term of this contract by written notice to the contractor no later than 30 calendar days prior to the contract's expiration date; provided that the judiciary gives the contractor a preliminary written notice of its intent to extend at least 60 calendar days before the contract expires. The preliminary notice does not commit the judiciary to an extension.
- (b) If the judiciary exercises this option, the extended contract shall be considered to include this option clause.
- (c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 3 years.

I.4 Clause 2-90C, Option to Extend Services - (APR 2013)

The judiciary may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The contracting officer may exercise the option by written notice to the contractor no later than 30 calendar days prior to contract's current expiration date.

I.5 Clause B-5 Clauses Incorporated by Reference - (SEP 2010)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address: <http://www.uscourts.gov/procurement.aspx>

The clauses listed below are applicable to Agreements and Contracts at any value.

Clause 1-15	Disclosure of Contractor Information to the Public	AUG 2004
Clause 3-25	Protecting the Judiciary's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment	JUN 2014
Clause 3-160	Service Contract Act of 1965, As amended	JUN 2012
Clause 3-205	Protest After Award	JAN 2003
Clause 3-210	Protests	JUN 2014
Clause 7-35	Disclosure or Use of Information	APR 2013
Clause 7-70	Judiciary Property Furnished "As Is"	APR 2013

Clause 7-85	Examination of Records	JAN 2003
Clause 7-115	Availability of Funds	JAN 2003
Clause 7-135	Payments	APR 2013
Clause 7-140	Discounts for Prompt Payment	JAN 2003
Clause 7-150	Extras	JAN 2003
Clause 7-175	Assignment of Claims	JAN 2003
Clause 7-185	Changes	APR 2013
Clause 7-215	Notification of Ownership Changes	JAN 2003
Clause 7-223	Termination for the Convenience of the Judiciary (Short Form)	AUG 2004
Clause 7-230	Termination for Default (Fixed Price -	JAN 2003
Clause 7-235	Disputes	JAN 2003

IN ADDITION TO THE CLAUSES LISTED ABOVE, IF THIS AGREEMENT IS IN EXCESS OF \$100,000, THE CONTRACTOR AGREES TO COMPLY WITH THE FOLLOWING CLAUSE, INCORPORATED BY REFERENCE.

Clause 1-10	Gratuities or Gifts	JAN 2010
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SECTION J - LIST OF ATTACHMENTS

J.1 NOT APPLICABLE

J.2 SAMPLE PROGRAM PLAN (PROBATION FORM 45)

J.3 RESERVED FOR FUTURE USE

J.4 MONTHLY TREATMENT REPORT (PROBATION FORM 46)

J.5 AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
(PROBATION FORMS 11B, 11E, and 11I; and PSA FORMS 6B, and 6D)

J.6 DAILY LOG

J.7 DAILY TRAVEL RECORD (PROBATION FORM 17)

J.8 INVOICE

J.9 TESTING LOGS (URINALYSIS, SWEAT PATCH, BREATHALYZER)

J.10 DEPARTMENT OF LABOR WAGE DETERMINATION
(As required by the Service Contract Act, when applicable.)

NOT APPLICABLE

Prob. Form 45

Today's Date:

Client Identifying Information

Client:	PACTS#:
Address:	Pretrial/Post
Officer:	Conviction:
Officer Phone:	Client Phone:
	DOB:



**Photo
Not
Available**

Provider Information

Provider:	Procurement No:
Provider Location:	Effective Date:
Attn:	Termination Date:
Location Address:	

Phone:

Fax:

Authorized Services

Your agency is authorized to provide the following services beginning on the plan effective date indicated above. Any services provided outside of those listed below and/or outside the Effective and Termination Dates of the Plan will not be authorized for payment.

Services Ordered

Project Code	Description Of Services	Phase	Frequency (Units)	Interval	Copay Amount (per unit)
2010	Individual Substance Abuse Counseling		1.0	Weekly	\$0.00
2020	Group Substance Counseling		2.0	Monthly	\$0.00

Instructions to Provider Regarding Client Needs and Goals of Treatment_____
Officer:_____
Referral Agent:_____
Client:

MONTHLY TREATMENT REPORT

This form must be completed and submitted with each monthly billing. Additional sheets may be used.

1. PROGRAM NAME:			1a. PROVIDER NAME:		2. DATE OF CURRENT TX PLAN (ATTACH REVISIONS):	
3. CLIENT NAME:			3a. PACTS NO.		4. FOR PERIOD COVERING:	
5. PHASE NO.	5a. TIME IN PHASE:	6. PRETRIAL CLIENT: <input type="checkbox"/> Yes <input type="checkbox"/> No		7. CLIENT EMPLOYED: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Student <input type="checkbox"/> Other		

8. CONTACTS SINCE LAST REPORT

[illegible]

9. URINE TESTING RECORD

[illegible]

10. COMMENTS REGARDING CLIENT'S TREATMENT PROGRESS

a. Describe the treatment goals addressed this month (<input type="checkbox"/> Met <input type="checkbox"/> Not Met):	
b. Describe any steps taken by the client this month toward these goals (<input type="checkbox"/> Positive <input type="checkbox"/> Negative):	
c. Describe any obstacles or setbacks the client encountered this month:	
d. Describe one unique way the PO/PSO can assist/support the client in treatment over the next month:	
e. If continued treatment is recommended, discuss the plan for next month (<input type="checkbox"/> Recommended <input type="checkbox"/> Not Recommended):	
f. Discuss your observations of the client's behavior and commitment to treatment (<input type="checkbox"/> Positive <input type="checkbox"/> Negative):	
g. Comments:	
h. Overall Progress: <input type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable	
SIGNATURE OF COUNSELOR	DATE

**UNITED STATES PROBATION SYSTEM
AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
DRUG ABUSE PROGRAMS**

I, _____, the undersigned,
(Name of Client)
hereby authorize _____ to release confidential
(Name of Program)
information in its records, possession, or knowledge, of whatever nature may now exist or come to exist to the United
States Probation Office of the _____ District of _____.
(Name of Court) (State)

The confidential information to be released will include: date of entrance to program; attendance records; urine testing results; type, frequency and effectiveness of therapy (including psychotherapy notes); general adjustment to program rules; type and dosage of medication; response to treatment; test results (psychological, vocational, etc.); date of and reason for withdrawal from program; and prognosis.

The information which I now authorize for release is to be used in connection with my participation in the
aforementioned program which has been made a condition of my _____.
(pretrial release, post-trial release, probation, or parole).

I understand that the probation office may use the information hereby obtained only in connection with its official duties, including total or partial disclosure of such, to the District Court and/or United States Parole Commission when necessary for the purpose of discharging its supervisory duties over me.

I understand that this authorization is valid until my release from supervision, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before I satisfy the condition of my supervision that requires me to participate in the program will be reported to the court. My revocation of authorization under such circumstances could be considered a violation of a condition of my post-conviction supervision.

(Signature of Parent or Guardian if Client is a Minor)

(Signature of Client)

(Date Signed)

(Date Signed)

(Name & Title of Witness)

(Date Signed)

**UNITED STATES PROBATION SYSTEM
AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
SUBSTANCE ABUSE AND MENTAL HEALTH TREATMENT PROGRAMS**

I, _____, the undersigned,
(Name of Client)
hereby authorize _____ to release confidential
(Name of Program)
information in its records, possession, or knowledge of whatever nature may now exist or come to exist to the United
States Probation Office of the _____ District of _____.
(Name of Court) (State)

The confidential information to be released will include: date of entrance to program; attendance records; urine testing results; type, frequency and effectiveness of therapy (including psychotherapy notes); general adjustment to program rules; type and dosage of medication; response to treatment; test results (psychological, vocational, etc.); psychotherapy notes; date of and reason for withdrawal from program; and prognosis.

The information which I now authorize for release is to be used in connection with the preparation of a court-ordered report.

I understand that the probation office may use the information hereby obtained only in connection with its official duties, including total or partial disclosure of such, to the District Court.

I understand that this authorization is valid until I have been sentenced and my sentence is final, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before the completion of the presentence investigation will be reported to the court.

(Signature of Parent or Guardian if Client is a Minor)

(Signature of Client)

(Date Signed)

(Date Signed)

(Name & Title of Witness)

(Date Signed)

**UNITED STATES PROBATION SYSTEM
AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
MENTAL HEALTH TREATMENT PROGRAMS**

I, _____, the undersigned,
(Name of Client)

hereby authorize _____ to release confidential
(Name of Program)

information in its possession to the United States Probation Office in the _____
(Name of Court)

The confidential information to be released will include: date of entrance to program; attendance records; drug detection test results; type, frequency, and effectiveness of therapy (including psychotherapy notes); general adjustment to program rules; type and dosage of medication; response to treatment; test results (e.g., psychological, psycho-physiological measurements, vocational, sex offense specific evaluations, clinical polygraphs); date of and reason for withdrawal or termination from program; diagnosis; and prognosis.

This information is to be used in connection with my participation in the above-mentioned program, which has been made a condition of my post-conviction supervision (including probation, parole, mandatory release, supervised release, or conditional release), and may be used by the probation officer for the purpose of keeping the probation officer informed concerning compliance with any condition or special condition of my supervision. I understand that this authorization is valid until my release from supervision, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before I satisfy the condition of my supervision that requires me to participate in the program will be reported to the court. My revocation of authorization under such circumstances could be considered a violation of a condition of my post-conviction supervision.

(Signature of Parent or Guardian if Client is a Minor)

(Signature of Client)

(Date Signed)

(Date Signed)

(Name & Title of Witness)

(Date Signed)

AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
(DRUG OR ALCOHOL ABUSE PROGRAMS)

I, _____, the undersigned,
(Name of Client)
hereby authorize _____ to release confidential
(Name of Program)
information in its records, possession, or knowledge, of whatever nature may now exist or come to exist to the United
States Pretrial Services or Probation Office for the _____ District of _____.
(Name of Court) (State)

The confidential information to be released will include: date of entrance to program; attendance records; urine testing results; type, frequency and effectiveness of therapy (including psychotherapy notes); general adjustment to program rules; type and dosage of medication; response to treatment; test results (psychological, vocational, etc.); date of and reason for withdrawal from program; and prognosis.

The information which I now authorize for release is to be used in connection with my participation in the aforementioned program which has been made a condition of my pretrial release.

I understand that this authorization is valid until my release from supervision, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before I satisfy the condition of my supervision that requires me to participate in the program will be reported to the court. My revocation of authorization under such circumstances could be considered a violation of a condition of my pretrial supervision.

(Signature of Parent or Guardian, if Client is a Minor)

(Signature of Client)

(Date Signed)

(Date Signed)

(Name & Title of Witness)

(Date Signed)

**UNITED STATES PRETRIAL SERVICES SYSTEM
AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
MENTAL HEALTH TREATMENT PROGRAMS**

I, _____, the undersigned,
(Name of Client)

hereby authorize _____ to release confidential
(Name of Program)

information in its possession to the United States Pretrial Services Office in the _____.
(Name of Court)

The confidential information to be released will include: date of entrance to program; attendance records; drug detection test results; type, frequency, and effectiveness of therapy; general adjustment to program rules; type and dosage of medication; response to treatment; test results (e.g., psychological, psycho-physiological measurements, vocational, sex offense specific evaluations); date of and reason for withdrawal or termination from program; diagnosis; and prognosis.

This information is to be used in connection with my participation in the above-mentioned program, which has been made a condition of my pretrial supervision, and may be used by the pretrial services officer for the purpose of keeping the pretrial services officer informed concerning compliance with any condition or special condition of my supervision. I understand that this authorization is valid until my release from supervision, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law. Such information may also be made available to the probation office for the purpose of preparing a presentence report in accordance with federal law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before I satisfy the condition of my supervision that requires me to participate in the program will be reported to the court. My revocation of authorization under such circumstances could be considered a violation of a condition of my pretrial supervision.

(Signature of Parent or Guardian if Client is a Minor)

(Signature of Client)

(Date Signed)

(Date Signed)

(Name & Title of Witness)

(Date Signed)

DAILY TREATMENT LOG

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name _____

Month/Year _____

[illegible]

[illegible]

Date _____

Page _____ of _____

**ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS
TREATMENT SERVICES INVOICE**

(PART A)

1. Judicial District _____ 2. Vendor _____ a. Address: _____ _____ _____ _____ b. Telephone: _____ _____ _____	3. P.O./B.P.A.# _____ 4. Service Delivery: From _____ To _____ 5. Total # of Individuals Served: _____
--	--

Vendor's Certification: I certify that **all** expenditures and requests for reimbursement in this voucher are accurate and correct to the best of my knowledge and include only charges for services actually rendered to clients under the terms of the agreement and for which no other compensation has been received from sources other than the United States District Court.

Authorized Administrator

6. Project Code	7. Quantity	8. Unit Price	9. Total Price

Date _____

Page _____ of _____

**ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS
TREATMENT SERVICES INVOICE**

(PART B)

Subtotal all costs for each client listed below:

1. Client Name	2. Client Number	3. Dates of Service	4. Service Rendered	5. Quantity (Units)	6. Unit Price	7. Cost

BREATHALYZER INSTRUMENT LOG

Vendor Name _____

[illegible]

BREATHALYZER LOG

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name _____ PACTS # _____ Month/Year _____

Client's Signature/Initials	Collector's Initials	Reason Tested	Test Results	Refusal

Comments (please note any unusual occurrences):

SWEAT PATCH TESTING LOG

COMPLETE ONE FORM PER CLIENT PER MONTH
COMPLETE THE FIRST FIVE COLUMNS UPON APPLICATION, AND THE LAST FOUR UPON REMOVAL

Client Name _____ **PACTS #** _____ **Month/Year** _____

Application Date	Client's Signature/Initials	Chain of Custody Bar Code Number	Medications Taken	Collector's Initials	Removal Date	Client's Initials	Collector's Initials	Test Results/Date	Co-Pay Collected

Comments (please note any unusual occurrences):

URINALYSIS TESTING LOG

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name _____ **PACTS #** _____ **Month/Year** _____

[illegible]

"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	Division of	Wage Determination No.: 2015-4189
Director	Wage Determinations	Revision No.: 15
		Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Atlantic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.95
01012 - Accounting Clerk II		17.90
01013 - Accounting Clerk III		20.03
01020 - Administrative Assistant		28.90
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.44
01042 - Customer Service Representative II		13.99
01043 - Customer Service Representative III		15.27
01051 - Data Entry Operator I		17.63
01052 - Data Entry Operator II		19.24
01060 - Dispatcher Motor Vehicle		23.81
01070 - Document Preparation Clerk		15.03
01090 - Duplicating Machine Operator		15.03
01111 - General Clerk I		14.32
01112 - General Clerk II		15.63
01113 - General Clerk III		17.54
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		17.81
01191 - Order Clerk I		17.16
01192 - Order Clerk II		18.73
01261 - Personnel Assistant (Employment) I		17.89
01262 - Personnel Assistant (Employment) II		20.03
01263 - Personnel Assistant (Employment) III		22.32
01270 - Production Control Clerk		23.99
01290 - Rental Clerk		17.22
01300 - Scheduler Maintenance		19.12
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11

01320 - Service Order Dispatcher	21.27
01410 - Supply Technician	28.90
01420 - Survey Worker	17.92
01460 - Switchboard Operator/Receptionist	15.17
01531 - Travel Clerk I	14.16
01532 - Travel Clerk II	14.97
01533 - Travel Clerk III	15.98
01611 - Word Processor I	15.91
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.94
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	17.24
05400 - Transmission Repair Specialist	26.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.84
07041 - Cook I	15.72
07042 - Cook II	16.74
07070 - Dishwasher	10.60
07130 - Food Service Worker	11.69
07210 - Meat Cutter	21.37
07260 - Waiter/Waitress	11.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.47
09040 - Furniture Handler	21.10
09080 - Furniture Refinisher	27.72
09090 - Furniture Refinisher Helper	23.64
09110 - Furniture Repairer Minor	25.73
09130 - Upholsterer	27.72
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.62
11060 - Elevator Operator	14.46
11090 - Gardener	17.70
11122 - Housekeeping Aide	14.46
11150 - Janitor	14.46
11210 - Laborer Grounds Maintenance	15.07
11240 - Maid or Houseman	11.82
11260 - Pruner	14.13
11270 - Tractor Operator	16.89
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	15.42
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	22.69
12012 - Certified Occupational Therapist Assistant	31.12
12015 - Certified Physical Therapist Assistant	31.12
12020 - Dental Assistant	22.20
12025 - Dental Hygienist	46.48
12030 - EKG Technician	36.69
12035 - Electroneurodiagnostic Technologist	36.69
12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	20.27
12072 - Licensed Practical Nurse II	22.69

12073 - Licensed Practical Nurse III	25.28
12100 - Medical Assistant	16.36
12130 - Medical Laboratory Technician	29.72
12160 - Medical Record Clerk	20.59
12190 - Medical Record Technician	28.30
12195 - Medical Transcriptionist	20.27
12210 - Nuclear Medicine Technologist	49.84
12221 - Nursing Assistant I	11.95
12222 - Nursing Assistant II	13.44
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.46
12235 - Optical Dispenser	26.69
12236 - Optical Technician	20.27
12250 - Pharmacy Technician	19.06
12280 - Phlebotomist	17.52
12305 - Radiologic Technologist	31.09
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.98
12313 - Registered Nurse II Specialist	32.98
12314 - Registered Nurse III	39.90
12315 - Registered Nurse III Anesthetist	39.90
12316 - Registered Nurse IV	47.82
12317 - Scheduler (Drug and Alcohol Testing)	28.10
12320 - Substance Abuse Treatment Counselor	23.43
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.38
13012 - Exhibits Specialist II	28.95
13013 - Exhibits Specialist III	35.41
13041 - Illustrator I	23.38
13042 - Illustrator II	28.95
13043 - Illustrator III	35.41
13047 - Librarian	32.55
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	28.26
13058 - Library Technician	23.65
13061 - Media Specialist I	20.89
13062 - Media Specialist II	23.38
13063 - Media Specialist III	26.05
13071 - Photographer I	18.07
13072 - Photographer II	20.54
13073 - Photographer III	25.65
13074 - Photographer IV	30.62
13075 - Photographer V	37.06
13090 - Technical Order Library Clerk	19.14
13110 - Video Teleconference Technician	28.65
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.50
14042 - Computer Operator II	20.70
14043 - Computer Operator III	23.07
14044 - Computer Operator IV	25.64
14045 - Computer Operator V	28.39
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	18.50
14160 - Personal Computer Support Technician	25.64
14170 - System Support Specialist	40.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.14
15020 - Aircrew Training Devices Instructor (Rated)	40.11

15030 - Air Crew Training Devices Instructor (Pilot)	48.06
15050 - Computer Based Training Specialist / Instructor	33.14
15060 - Educational Technologist	37.58
15070 - Flight Instructor (Pilot)	48.06
15080 - Graphic Artist	27.27
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.76
15086 - Maintenance Test Pilot Rotary Wing	43.76
15088 - Non-Maintenance Test/Co-Pilot	43.76
15090 - Technical Instructor	27.72
15095 - Technical Instructor/Course Developer	33.89
15110 - Test Proctor	22.37
15120 - Tutor	22.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	14.28
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing Apparel Laundry	12.03
16190 - Sewing Machine Operator	15.30
16220 - Tailor	16.31
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.88
19040 - Tool And Die Maker	33.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.40
21030 - Material Coordinator	23.41
21040 - Material Expediter	23.41
21050 - Material Handling Laborer	15.21
21071 - Order Filler	15.10
21080 - Production Line Worker (Food Processing)	20.40
21110 - Shipping Packer	18.01
21130 - Shipping/Receiving Clerk	18.01
21140 - Store Worker I	18.00
21150 - Stock Clerk	21.75
21210 - Tools And Parts Attendant	20.40
21410 - Warehouse Specialist	20.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.20
23019 - Aircraft Logs and Records Technician	27.79
23021 - Aircraft Mechanic I	30.99
23022 - Aircraft Mechanic II	32.20
23023 - Aircraft Mechanic III	33.23
23040 - Aircraft Mechanic Helper	25.52
23050 - Aircraft Painter	29.93
23060 - Aircraft Servicer	27.79
23070 - Aircraft Survival Flight Equipment Technician	29.93
23080 - Aircraft Worker	28.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.99
23110 - Appliance Mechanic	28.88
23120 - Bicycle Repairer	24.33
23125 - Cable Splicer	32.44
23130 - Carpenter Maintenance	34.16
23140 - Carpet Layer	27.87
23160 - Electrician Maintenance	30.38
23181 - Electronics Technician Maintenance I	30.77
23182 - Electronics Technician Maintenance II	31.89
23183 - Electronics Technician Maintenance III	33.02
23260 - Fabric Worker	26.81

23290 - Fire Alarm System Mechanic	29.91
23310 - Fire Extinguisher Repairer	25.80
23311 - Fuel Distribution System Mechanic	29.91
23312 - Fuel Distribution System Operator	25.80
23370 - General Maintenance Worker	22.36
23380 - Ground Support Equipment Mechanic	30.99
23381 - Ground Support Equipment Servicer	27.79
23382 - Ground Support Equipment Worker	28.87
23391 - Gunsmith I	27.62
23392 - Gunsmith II	27.87
23393 - Gunsmith III	29.91
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.86
23430 - Heavy Equipment Mechanic	29.52
23440 - Heavy Equipment Operator	37.04
23460 - Instrument Mechanic	29.91
23465 - Laboratory/Shelter Mechanic	28.88
23470 - Laborer	15.83
23510 - Locksmith	28.02
23530 - Machinery Maintenance Mechanic	27.60
23550 - Machinist Maintenance	27.59
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	29.91
23592 - Metrology Technician II	31.07
23593 - Metrology Technician III	32.07
23640 - Millwright	29.91
23710 - Office Appliance Repairer	25.37
23760 - Painter Maintenance	25.19
23790 - Pipefitter Maintenance	30.39
23810 - Plumber Maintenance	29.06
23820 - Pneudraulic Systems Mechanic	29.91
23850 - Rigger	29.91
23870 - Scale Mechanic	27.87
23890 - Sheet-Metal Worker Maintenance	32.44
23910 - Small Engine Mechanic	27.87
23931 - Telecommunications Mechanic I	30.37
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	36.01
23960 - Welder Combination Maintenance	27.83
23965 - Well Driller	29.91
23970 - Woodcraft Worker	29.91
23980 - Woodworker	25.80
24000 - Personal Needs Occupations	
24550 - Case Manager	16.45
24570 - Child Care Attendant	13.02
24580 - Child Care Center Clerk	16.24
24610 - Chore Aide	13.87
24620 - Family Readiness And Support Services Coordinator	16.45
24630 - Homemaker	17.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.80
25040 - Sewage Plant Operator	29.07
25070 - Stationary Engineer	26.80
25190 - Ventilation Equipment Tender	22.07
25210 - Water Treatment Plant Operator	29.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.52
27007 - Baggage Inspector	14.14
27008 - Corrections Officer	32.33
27010 - Court Security Officer	36.87
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	32.33

27070 - Firefighter	37.65
27101 - Guard I	14.14
27102 - Guard II	18.63
27131 - Police Officer I	38.24
27132 - Police Officer II	42.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.87
28042 - Carnival Equipment Repairer	14.54
28043 - Carnival Worker	11.72
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	11.54
28515 - Recreation Specialist	19.34
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.87
29020 - Hatch Tender	27.87
29030 - Line Handler	27.87
29041 - Stevedore I	26.81
29042 - Stevedore II	28.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.93
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	27.94
30051 - Cryogenic Technician I	30.95
30052 - Cryogenic Technician II	34.19
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	16.38
30082 - Engineering Technician II	20.01
30083 - Engineering Technician III	24.23
30084 - Engineering Technician IV	29.51
30085 - Engineering Technician V	35.18
30086 - Engineering Technician VI	37.71
30090 - Environmental Technician	26.92
30095 - Evidence Control Specialist	24.20
30210 - Laboratory Technician	25.88
30221 - Latent Fingerprint Technician I	30.95
30222 - Latent Fingerprint Technician II	34.19
30240 - Mathematical Technician	28.72
30361 - Paralegal/Legal Assistant I	20.76
30362 - Paralegal/Legal Assistant II	25.71
30363 - Paralegal/Legal Assistant III	31.45
30364 - Paralegal/Legal Assistant IV	38.04
30375 - Petroleum Supply Specialist	29.61
30390 - Photo-Optics Technician	28.22
30395 - Radiation Control Technician	29.61
30461 - Technical Writer I	23.84
30462 - Technical Writer II	29.15
30463 - Technical Writer III	37.90
30491 - Unexploded Ordnance (UXO) Technician I	27.56
30492 - Unexploded Ordnance (UXO) Technician II	33.34
30493 - Unexploded Ordnance (UXO) Technician III	39.96
30494 - Unexploded (UXO) Safety Escort	27.56
30495 - Unexploded (UXO) Sweep Personnel	27.56
30501 - Weather Forecaster I	31.21

30502 - Weather Forecaster II	34.22
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 25.36
30621 - Weather Observer Senior	(see 2) 25.85
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.34
31020 - Bus Aide	19.91
31030 - Bus Driver	24.28
31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	10.89
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	13.45
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	21.45
31364 - Truckdriver Tractor-Trailer	21.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	13.33
99095 - Embalmer	31.70
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	20.35
99252 - Laboratory Animal Caretaker II	21.14
99260 - Marketing Analyst	30.58
99310 - Mortician	31.70
99410 - Pest Controller	19.11
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	20.74
99711 - Recycling Specialist	23.25
99730 - Refuse Collector	19.46
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	17.19
99830 - Survey Party Chief	23.73
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.04
99840 - Vending Machine Attendant	21.90
99841 - Vending Machine Repairer	25.58
99842 - Vending Machine Repairer Helper	21.90

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4183 Revision No.: 16 Date Of Last Revision: 04/13/2021
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Bergen Passaic

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49
01113 - General Clerk III		19.02
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		16.63
01191 - Order Clerk I		17.78
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.78
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92

01320 - Service Order Dispatcher	20.44
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.89
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	16.34
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	23.95
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.43
12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	23.95
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91

12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	37.34
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)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	26.16
13042 - Illustrator II	32.88
13043 - Illustrator III	39.64
13047 - Librarian	37.25
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	36.91
13075 - Photographer V	50.36
13090 - Technical Order Library Clerk	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	29.36
14045 - Computer Operator V	32.09
14071 - Computer Programmer I	(see 1) 27.56
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	20.90
14160 - Personal Computer Support Technician	29.36
14170 - System Support Specialist	40.56
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	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	32.91
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99
15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	29.88
15095 - Technical Instructor/Course Developer	36.55
15110 - Test Proctor	24.12
15120 - Tutor	24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.23
19040 - Tool And Die Maker	29.24
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	16.41
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12
23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight Equipment Technician	36.71
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.14
23110 - Appliance Mechanic	23.65
23120 - Bicycle Repairer	16.57
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	40.52
23181 - Electronics Technician Maintenance I	29.09
23182 - Electronics Technician Maintenance II	30.34
23183 - Electronics Technician Maintenance III	31.52
23260 - Fabric Worker	34.90

23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	38.98
23312 - Fuel Distribution System Operator	33.08
23370 - General Maintenance Worker	24.49
23380 - Ground Support Equipment Mechanic	38.14
23381 - Ground Support Equipment Servicer	33.40
23382 - Ground Support Equipment Worker	35.20
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.16
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance Mechanic	29.57
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.23
23593 - Metrology Technician III	34.48
23640 - Millwright	40.73
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	32.02
23790 - Pipefitter Maintenance	33.83
23810 - Plumber Maintenance	32.56
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	35.67
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	43.55
23960 - Welder Combination Maintenance	23.20
23965 - Well Driller	32.44
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	13.83
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	18.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.18
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.44
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	35.44

27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	15.57
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	40.46
29020 - Hatch Tender	40.46
29030 - Line Handler	40.46
29041 - Stevedore I	38.38
29042 - Stevedore II	48.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35
30021 - Archeological Technician I	21.25
30022 - Archeological Technician II	25.50
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.02
30040 - Civil Engineering Technician	29.82
30051 - Cryogenic Technician I	30.19
30052 - Cryogenic Technician II	33.35
30061 - Drafter/CAD Operator I	21.25
30062 - Drafter/CAD Operator II	25.50
30063 - Drafter/CAD Operator III	28.31
30064 - Drafter/CAD Operator IV	33.24
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	29.77
30222 - Latent Fingerprint Technician II	32.88
30240 - Mathematical Technician	40.10
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.73
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	30.19

30502 - Weather Forecaster II	36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 27.96
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	24.62
31030 - Bus Driver	31.71
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65
31310 - Taxi Driver	18.58
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	32.48
99831 - Surveying Aide	19.33
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	23.51
99841 - Vending Machine Repairer	27.93
99842 - Vending Machine Repairer Helper	23.51

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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:** Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4191 Revision No.: 14 Date Of Last Revision: 04/13/2021
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Burlington Camden Gloucester

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.54
01012 - Accounting Clerk II		19.70
01013 - Accounting Clerk III		22.03
01020 - Administrative Assistant		32.88
01035 - Court Reporter		25.95
01041 - Customer Service Representative I		15.39
01042 - Customer Service Representative II		16.79
01043 - Customer Service Representative III		18.86
01051 - Data Entry Operator I		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		17.38
01090 - Duplicating Machine Operator		17.38
01111 - General Clerk I		15.38
01112 - General Clerk II		16.78
01113 - General Clerk III		18.85
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		15.88
01191 - Order Clerk I		15.61
01192 - Order Clerk II		17.03
01261 - Personnel Assistant (Employment) I		16.96
01262 - Personnel Assistant (Employment) II		18.98
01263 - Personnel Assistant (Employment) III		21.15
01270 - Production Control Clerk		25.39
01290 - Rental Clerk		16.83
01300 - Scheduler Maintenance		19.12
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11

01320 - Service Order Dispatcher	17.55
01410 - Supply Technician	32.88
01420 - Survey Worker	18.11
01460 - Switchboard Operator/Receptionist	15.77
01531 - Travel Clerk I	17.17
01532 - Travel Clerk II	18.16
01533 - Travel Clerk III	19.39
01611 - Word Processor I	15.94
01612 - Word Processor II	17.89
01613 - Word Processor III	20.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.61
05010 - Automotive Electrician	23.26
05040 - Automotive Glass Installer	22.45
05070 - Automotive Worker	22.45
05110 - Mobile Equipment Servicer	20.79
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	22.45
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	19.84
05250 - Motor Vehicle Upholstery Worker	21.59
05280 - Motor Vehicle Wrecker	22.45
05310 - Painter Automotive	23.26
05340 - Radiator Repair Specialist	22.45
05370 - Tire Repairer	14.89
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.05
07041 - Cook I	17.11
07042 - Cook II	18.84
07070 - Dishwasher	11.41
07130 - Food Service Worker	11.88
07210 - Meat Cutter	21.89
07260 - Waiter/Waitress	11.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
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	12.81
11060 - Elevator Operator	14.42
11090 - Gardener	20.11
11122 - Housekeeping Aide	14.42
11150 - Janitor	14.42
11210 - Laborer Grounds Maintenance	16.44
11240 - Maid or Houseman	13.48
11260 - Pruner	15.18
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	16.44
11360 - Window Cleaner	15.62
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	25.00
12012 - Certified Occupational Therapist Assistant	30.49
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	21.28
12025 - Dental Hygienist	42.78
12030 - EKG Technician	35.61
12035 - Electroneurodiagnostic Technologist	35.61
12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	22.36
12072 - Licensed Practical Nurse II	25.00

12073 - Licensed Practical Nurse III	27.87
12100 - Medical Assistant	17.42
12130 - Medical Laboratory Technician	28.18
12160 - Medical Record Clerk	20.59
12190 - Medical Record Technician	24.61
12195 - Medical Transcriptionist	18.90
12210 - Nuclear Medicine Technologist	42.50
12221 - Nursing Assistant I	12.80
12222 - Nursing Assistant II	14.38
12223 - Nursing Assistant III	15.69
12224 - Nursing Assistant IV	17.62
12235 - Optical Dispenser	28.65
12236 - Optical Technician	20.09
12250 - Pharmacy Technician	15.59
12280 - Phlebotomist	18.63
12305 - Radiologic Technologist	32.24
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	30.96
12320 - Substance Abuse Treatment Counselor	24.45
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.74
13012 - Exhibits Specialist II	28.77
13013 - Exhibits Specialist III	35.16
13041 - Illustrator I	22.94
13042 - Illustrator II	30.61
13043 - Illustrator III	37.43
13047 - Librarian	31.00
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	27.98
13058 - Library Technician	19.39
13061 - Media Specialist I	19.99
13062 - Media Specialist II	22.37
13063 - Media Specialist III	24.93
13071 - Photographer I	19.31
13072 - Photographer II	21.62
13073 - Photographer III	26.78
13074 - Photographer IV	32.76
13075 - Photographer V	39.63
13090 - Technical Order Library Clerk	16.98
13110 - Video Teleconference Technician	23.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.35
14042 - Computer Operator II	22.77
14043 - Computer Operator III	25.37
14044 - Computer Operator IV	28.20
14045 - Computer Operator V	31.23
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	20.35
14160 - Personal Computer Support Technician	28.20
14170 - System Support Specialist	34.68
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.58
15020 - Aircrew Training Devices Instructor (Rated)	40.64

15030 - Air Crew Training Devices Instructor (Pilot)	48.70
15050 - Computer Based Training Specialist / Instructor	33.58
15060 - Educational Technologist	38.04
15070 - Flight Instructor (Pilot)	48.70
15080 - Graphic Artist	28.17
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.70
15086 - Maintenance Test Pilot Rotary Wing	48.70
15088 - Non-Maintenance Test/Co-Pilot	48.70
15090 - Technical Instructor	27.19
15095 - Technical Instructor/Course Developer	33.25
15110 - Test Proctor	21.94
15120 - Tutor	21.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.13
16030 - Counter Attendant	13.13
16040 - Dry Cleaner	15.02
16070 - Finisher Flatwork Machine	13.13
16090 - Presser Hand	13.13
16110 - Presser Machine Drycleaning	13.13
16130 - Presser Machine Shirts	13.13
16160 - Presser Machine Wearing Apparel Laundry	13.13
16190 - Sewing Machine Operator	15.65
16220 - Tailor	16.48
16250 - Washer Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.24
19040 - Tool And Die Maker	29.17
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	25.30
21040 - Material Expediter	25.30
21050 - Material Handling Laborer	14.91
21071 - Order Filler	15.27
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	17.20
21130 - Shipping/Receiving Clerk	17.20
21140 - Store Worker I	17.10
21150 - Stock Clerk	21.29
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.35
23019 - Aircraft Logs and Records Technician	32.54
23021 - Aircraft Mechanic I	36.87
23022 - Aircraft Mechanic II	38.35
23023 - Aircraft Mechanic III	39.71
23040 - Aircraft Mechanic Helper	29.08
23050 - Aircraft Painter	35.51
23060 - Aircraft Servicer	32.54
23070 - Aircraft Survival Flight Equipment Technician	35.51
23080 - Aircraft Worker	34.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.87
23110 - Appliance Mechanic	27.62
23120 - Bicycle Repairer	18.69
23125 - Cable Splicer	41.86
23130 - Carpenter Maintenance	28.13
23140 - Carpet Layer	27.31
23160 - Electrician Maintenance	34.30
23181 - Electronics Technician Maintenance I	28.22
23182 - Electronics Technician Maintenance II	29.46
23183 - Electronics Technician Maintenance III	30.59
23260 - Fabric Worker	27.57

23290 - Fire Alarm System Mechanic	25.95
23310 - Fire Extinguisher Repairer	25.50
23311 - Fuel Distribution System Mechanic	30.59
23312 - Fuel Distribution System Operator	25.62
23370 - General Maintenance Worker	21.92
23380 - Ground Support Equipment Mechanic	36.87
23381 - Ground Support Equipment Servicer	32.54
23382 - Ground Support Equipment Worker	34.01
23391 - Gunsmith I	25.50
23392 - Gunsmith II	27.54
23393 - Gunsmith III	29.70
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.19
23430 - Heavy Equipment Mechanic	27.98
23440 - Heavy Equipment Operator	34.13
23460 - Instrument Mechanic	35.63
23465 - Laboratory/Shelter Mechanic	28.60
23470 - Laborer	15.83
23510 - Locksmith	32.33
23530 - Machinery Maintenance Mechanic	29.09
23550 - Machinist Maintenance	27.78
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	35.63
23592 - Metrology Technician II	37.07
23593 - Metrology Technician III	38.39
23640 - Millwright	29.50
23710 - Office Appliance Repairer	23.06
23760 - Painter Maintenance	23.53
23790 - Pipefitter Maintenance	31.06
23810 - Plumber Maintenance	29.66
23820 - Pneudraulic Systems Mechanic	29.70
23850 - Rigger	29.56
23870 - Scale Mechanic	27.54
23890 - Sheet-Metal Worker Maintenance	32.29
23910 - Small Engine Mechanic	20.67
23931 - Telecommunications Mechanic I	28.70
23932 - Telecommunications Mechanic II	29.85
23950 - Telephone Lineman	40.40
23960 - Welder Combination Maintenance	23.14
23965 - Well Driller	28.93
23970 - Woodcraft Worker	29.70
23980 - Woodworker	25.48
24000 - Personal Needs Occupations	
24550 - Case Manager	17.66
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	12.72
24620 - Family Readiness And Support Services Coordinator	17.66
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.28
25040 - Sewage Plant Operator	28.06
25070 - Stationary Engineer	31.28
25190 - Ventilation Equipment Tender	24.67
25210 - Water Treatment Plant Operator	28.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.42
27007 - Baggage Inspector	15.06
27008 - Corrections Officer	32.33
27010 - Court Security Officer	33.73
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	32.33

27070 - Firefighter	34.48
27101 - Guard I	15.06
27102 - Guard II	18.81
27131 - Police Officer I	32.97
27132 - Police Officer II	36.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.11
28042 - Carnival Equipment Repairer	13.93
28043 - Carnival Worker	10.55
28210 - Gate Attendant/Gate Tender	16.54
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	18.49
28510 - Recreation Aide/Health Facility Attendant	13.49
28515 - Recreation Specialist	22.91
28630 - Sports Official	14.72
28690 - Swimming Pool Operator	17.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.59
29020 - Hatch Tender	28.59
29030 - Line Handler	28.59
29041 - Stevedore I	27.35
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.25
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	28.60
30051 - Cryogenic Technician I	31.21
30052 - Cryogenic Technician II	34.19
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	18.23
30082 - Engineering Technician II	20.47
30083 - Engineering Technician III	23.23
30084 - Engineering Technician IV	28.83
30085 - Engineering Technician V	35.18
30086 - Engineering Technician VI	42.58
30090 - Environmental Technician	25.04
30095 - Evidence Control Specialist	27.95
30210 - Laboratory Technician	28.46
30221 - Latent Fingerprint Technician I	30.95
30222 - Latent Fingerprint Technician II	34.19
30240 - Mathematical Technician	31.00
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	34.19
30390 - Photo-Optics Technician	28.18
30395 - Radiation Control Technician	34.19
30461 - Technical Writer I	25.39
30462 - Technical Writer II	31.06
30463 - Technical Writer III	37.59
30491 - Unexploded Ordnance (UXO) Technician I	27.83
30492 - Unexploded Ordnance (UXO) Technician II	33.67
30493 - Unexploded Ordnance (UXO) Technician III	40.36
30494 - Unexploded (UXO) Safety Escort	27.83
30495 - Unexploded (UXO) Sweep Personnel	27.83
30501 - Weather Forecaster I	31.21

30502 - Weather Forecaster II	37.65
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 25.36
30621 - Weather Observer Senior	(see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.67
31020 - Bus Aide	18.08
31030 - Bus Driver	22.26
31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	15.76
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.78
31363 - Truckdriver Heavy	24.36
31364 - Truckdriver Tractor-Trailer	24.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	34.20
99130 - Flight Follower	27.83
99251 - Laboratory Animal Caretaker I	14.49
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	35.04
99310 - Mortician	34.20
99410 - Pest Controller	19.05
99510 - Photofinishing Worker	15.41
99710 - Recycling Laborer	20.59
99711 - Recycling Specialist	23.25
99730 - Refuse Collector	19.33
99810 - Sales Clerk	12.57
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	27.03
99831 - Surveying Aide	16.03
99832 - Surveying Technician	23.70
99840 - Vending Machine Attendant	16.40
99841 - Vending Machine Repairer	19.18
99842 - Vending Machine Repairer Helper	16.40

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4197 Revision No.: 13 Date Of Last Revision: 12/21/2020
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Cape May

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.59
01012 - Accounting Clerk II		17.50
01013 - Accounting Clerk III		19.58
01020 - Administrative Assistant		31.20
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.22
01042 - Customer Service Representative II		14.87
01043 - Customer Service Representative III		16.23
01051 - Data Entry Operator I		16.57
01052 - Data Entry Operator II		18.09
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		14.93
01090 - Duplicating Machine Operator		14.93
01111 - General Clerk I		14.44
01112 - General Clerk II		15.76
01113 - General Clerk III		17.69
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		17.30
01192 - Order Clerk II		18.88
01261 - Personnel Assistant (Employment) I		17.94
01262 - Personnel Assistant (Employment) II		20.07
01263 - Personnel Assistant (Employment) III		22.38
01270 - Production Control Clerk		24.11
01290 - Rental Clerk		16.83
01300 - Scheduler Maintenance		19.12
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11

01320 - Service Order Dispatcher	19.12
01410 - Supply Technician	31.20
01420 - Survey Worker	18.55
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	13.35
01532 - Travel Clerk II	14.15
01533 - Travel Clerk III	15.15
01611 - Word Processor I	16.83
01612 - Word Processor II	18.89
01613 - Word Processor III	21.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.88
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.98
05070 - Automotive Worker	21.67
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	18.07
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.35
07041 - Cook I	16.03
07042 - Cook II	17.31
07070 - Dishwasher	11.09
07130 - Food Service Worker	11.69
07210 - Meat Cutter	21.71
07260 - Waiter/Waitress	12.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.50
09040 - Furniture Handler	18.68
09080 - Furniture Refinisher	24.54
09090 - Furniture Refinisher Helper	20.93
09110 - Furniture Repairer Minor	22.78
09130 - Upholsterer	24.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.09
11060 - Elevator Operator	14.38
11090 - Gardener	17.51
11122 - Housekeeping Aide	14.38
11150 - Janitor	14.38
11210 - Laborer Grounds Maintenance	14.91
11240 - Maid or Houseman	11.93
11260 - Pruner	13.98
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.91
11360 - Window Cleaner	15.33
12000 - Health Occupations	
12010 - Ambulance Driver	21.15
12011 - Breath Alcohol Technician	23.08
12012 - Certified Occupational Therapist Assistant	31.66
12015 - Certified Physical Therapist Assistant	31.23
12020 - Dental Assistant	23.75
12025 - Dental Hygienist	47.40
12030 - EKG Technician	35.45
12035 - Electroneurodiagnostic Technologist	35.45
12040 - Emergency Medical Technician	21.15
12071 - Licensed Practical Nurse I	20.91
12072 - Licensed Practical Nurse II	23.40

12073 - Licensed Practical Nurse III	26.09
12100 - Medical Assistant	16.36
12130 - Medical Laboratory Technician	25.62
12160 - Medical Record Clerk	17.02
12190 - Medical Record Technician	28.40
12195 - Medical Transcriptionist	20.63
12210 - Nuclear Medicine Technologist	50.01
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.25
12235 - Optical Dispenser	23.40
12236 - Optical Technician	20.63
12250 - Pharmacy Technician	16.55
12280 - Phlebotomist	20.34
12305 - Radiologic Technologist	32.32
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	28.59
12320 - Substance Abuse Treatment Counselor	34.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.00
13012 - Exhibits Specialist II	29.74
13013 - Exhibits Specialist III	36.39
13041 - Illustrator I	24.25
13042 - Illustrator II	30.05
13043 - Illustrator III	36.75
13047 - Librarian	33.27
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	30.05
13058 - Library Technician	22.31
13061 - Media Specialist I	21.45
13062 - Media Specialist II	24.00
13063 - Media Specialist III	26.79
13071 - Photographer I	21.45
13072 - Photographer II	24.00
13073 - Photographer III	29.74
13074 - Photographer IV	36.39
13075 - Photographer V	44.01
13090 - Technical Order Library Clerk	21.82
13110 - Video Teleconference Technician	21.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.50
14042 - Computer Operator II	20.70
14043 - Computer Operator III	23.07
14044 - Computer Operator IV	25.64
14045 - Computer Operator V	28.39
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	18.50
14160 - Personal Computer Support Technician	25.64
14170 - System Support Specialist	28.39
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.14
15020 - Aircrew Training Devices Instructor (Rated)	40.11

15030 - Air Crew Training Devices Instructor (Pilot)	48.06
15050 - Computer Based Training Specialist / Instructor	33.14
15060 - Educational Technologist	32.83
15070 - Flight Instructor (Pilot)	48.06
15080 - Graphic Artist	29.27
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.95
15086 - Maintenance Test Pilot Rotary Wing	40.95
15088 - Non-Maintenance Test/Co-Pilot	40.95
15090 - Technical Instructor	23.41
15095 - Technical Instructor/Course Developer	29.27
15110 - Test Proctor	19.71
15120 - Tutor	19.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.81
16030 - Counter Attendant	11.81
16040 - Dry Cleaner	14.28
16070 - Finisher Flatwork Machine	11.81
16090 - Presser Hand	11.81
16110 - Presser Machine Drycleaning	11.81
16130 - Presser Machine Shirts	11.81
16160 - Presser Machine Wearing Apparel Laundry	11.81
16190 - Sewing Machine Operator	15.30
16220 - Tailor	16.31
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.53
19040 - Tool And Die Maker	28.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.70
21030 - Material Coordinator	21.51
21040 - Material Expediter	21.51
21050 - Material Handling Laborer	13.38
21071 - Order Filler	15.10
21080 - Production Line Worker (Food Processing)	20.70
21110 - Shipping Packer	19.91
21130 - Shipping/Receiving Clerk	19.91
21140 - Store Worker I	18.00
21150 - Stock Clerk	21.75
21210 - Tools And Parts Attendant	20.70
21410 - Warehouse Specialist	20.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23019 - Aircraft Logs and Records Technician	23.98
23021 - Aircraft Mechanic I	27.48
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	22.62
23050 - Aircraft Painter	25.65
23060 - Aircraft Servicer	23.98
23070 - Aircraft Survival Flight Equipment Technician	25.65
23080 - Aircraft Worker	23.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.68
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.48
23110 - Appliance Mechanic	24.54
23120 - Bicycle Repairer	20.74
23125 - Cable Splicer	32.44
23130 - Carpenter Maintenance	24.40
23140 - Carpet Layer	24.83
23160 - Electrician Maintenance	27.23
23181 - Electronics Technician Maintenance I	24.75
23182 - Electronics Technician Maintenance II	26.66
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	23.98

23290 - Fire Alarm System Mechanic	25.51
23310 - Fire Extinguisher Repairer	23.10
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	23.16
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	27.48
23381 - Ground Support Equipment Servicicer	23.98
23382 - Ground Support Equipment Worker	23.95
23391 - Gunsmith I	23.10
23392 - Gunsmith II	24.92
23393 - Gunsmith III	26.76
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	25.41
23440 - Heavy Equipment Operator	27.89
23460 - Instrument Mechanic	26.76
23465 - Laboratory/Shelter Mechanic	25.83
23470 - Laborer	15.83
23510 - Locksmith	24.54
23530 - Machinery Maintenance Mechanic	25.41
23550 - Machinist Maintenance	25.41
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	26.76
23592 - Metrology Technician II	27.81
23593 - Metrology Technician III	28.69
23640 - Millwright	26.76
23710 - Office Appliance Repairer	24.54
23760 - Painter Maintenance	24.18
23790 - Pipefitter Maintenance	30.39
23810 - Plumber Maintenance	28.45
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	26.76
23870 - Scale Mechanic	25.73
23890 - Sheet-Metal Worker Maintenance	29.49
23910 - Small Engine Mechanic	23.66
23931 - Telecommunications Mechanic I	27.82
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	28.29
23960 - Welder Combination Maintenance	25.30
23965 - Well Driller	25.41
23970 - Woodcraft Worker	26.76
23980 - Woodworker	23.89
24000 - Personal Needs Occupations	
24550 - Case Manager	18.89
24570 - Child Care Attendant	12.46
24580 - Child Care Center Clerk	15.54
24610 - Chore Aide	18.05
24620 - Family Readiness And Support Services Coordinator	18.89
24630 - Homemaker	18.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.40
25040 - Sewage Plant Operator	24.54
25070 - Stationary Engineer	25.40
25190 - Ventilation Equipment Tender	20.93
25210 - Water Treatment Plant Operator	25.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.60
27007 - Baggage Inspector	14.73
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	24.29

27070 - Firefighter	29.98
27101 - Guard I	14.73
27102 - Guard II	18.63
27131 - Police Officer I	31.47
27132 - Police Officer II	34.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.82
28042 - Carnival Equipment Repairer	14.48
28043 - Carnival Worker	11.56
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	13.77
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	12.62
28515 - Recreation Specialist	21.43
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	23.38
29042 - Stevedore II	25.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.93
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	29.51
30030 - Cartographic Technician	29.51
30040 - Civil Engineering Technician	29.51
30051 - Cryogenic Technician I	31.21
30052 - Cryogenic Technician II	34.47
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	16.38
30082 - Engineering Technician II	18.19
30083 - Engineering Technician III	24.23
30084 - Engineering Technician IV	29.51
30085 - Engineering Technician V	35.18
30086 - Engineering Technician VI	37.71
30090 - Environmental Technician	29.40
30095 - Evidence Control Specialist	29.51
30210 - Laboratory Technician	25.36
30221 - Latent Fingerprint Technician I	31.21
30222 - Latent Fingerprint Technician II	34.47
30240 - Mathematical Technician	29.51
30361 - Paralegal/Legal Assistant I	20.76
30362 - Paralegal/Legal Assistant II	25.71
30363 - Paralegal/Legal Assistant III	31.45
30364 - Paralegal/Legal Assistant IV	38.04
30375 - Petroleum Supply Specialist	35.18
30390 - Photo-Optics Technician	29.51
30395 - Radiation Control Technician	35.18
30461 - Technical Writer I	23.14
30462 - Technical Writer II	28.31
30463 - Technical Writer III	37.71
30491 - Unexploded Ordnance (UXO) Technician I	27.56
30492 - Unexploded Ordnance (UXO) Technician II	33.34
30493 - Unexploded Ordnance (UXO) Technician III	39.96
30494 - Unexploded (UXO) Safety Escort	27.56
30495 - Unexploded (UXO) Sweep Personnel	27.56
30501 - Weather Forecaster I	31.21

30502 - Weather Forecaster II	37.97
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 25.36
30621 - Weather Observer Senior	(see 2) 28.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.34
31020 - Bus Aide	16.66
31030 - Bus Driver	19.13
31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	11.42
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	14.76
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	20.40
31364 - Truckdriver Tractor-Trailer	20.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	31.70
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	20.35
99252 - Laboratory Animal Caretaker II	21.14
99260 - Marketing Analyst	25.91
99310 - Mortician	31.70
99410 - Pest Controller	25.07
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	19.91
99711 - Recycling Specialist	22.31
99730 - Refuse Collector	18.67
99810 - Sales Clerk	12.69
99820 - School Crossing Guard	19.27
99830 - Survey Party Chief	19.61
99831 - Surveying Aide	13.27
99832 - Surveying Technician	18.22
99840 - Vending Machine Attendant	23.03
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	23.03

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4199 Revision No.: 13 Date Of Last Revision: 12/21/2020
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Cumberland

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.10
01012 - Accounting Clerk II		18.06
01013 - Accounting Clerk III		20.22
01020 - Administrative Assistant		33.18
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		15.14
01042 - Customer Service Representative II		17.02
01043 - Customer Service Representative III		18.57
01051 - Data Entry Operator I		18.48
01052 - Data Entry Operator II		20.16
01060 - Dispatcher Motor Vehicle		21.66
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		13.94
01112 - General Clerk II		15.21
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		15.04
01192 - Order Clerk II		16.42
01261 - Personnel Assistant (Employment) I		17.56
01262 - Personnel Assistant (Employment) II		19.66
01263 - Personnel Assistant (Employment) III		21.91
01270 - Production Control Clerk		24.63
01290 - Rental Clerk		20.00
01300 - Scheduler Maintenance		19.12
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11

01320 - Service Order Dispatcher	19.35
01410 - Supply Technician	33.18
01420 - Survey Worker	17.92
01460 - Switchboard Operator/Receptionist	15.51
01531 - Travel Clerk I	13.35
01532 - Travel Clerk II	14.15
01533 - Travel Clerk III	15.15
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	22.83
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.67
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	16.20
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.22
07041 - Cook I	17.95
07042 - Cook II	19.39
07070 - Dishwasher	10.17
07130 - Food Service Worker	11.24
07210 - Meat Cutter	22.39
07260 - Waiter/Waitress	12.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.50
09040 - Furniture Handler	19.38
09080 - Furniture Refinisher	25.47
09090 - Furniture Refinisher Helper	21.72
09110 - Furniture Repairer Minor	23.64
09130 - Upholsterer	25.47
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.50
11060 - Elevator Operator	13.08
11090 - Gardener	16.55
11122 - Housekeeping Aide	13.08
11150 - Janitor	13.08
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	13.99
11260 - Pruner	13.22
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.37
12011 - Breath Alcohol Technician	24.53
12012 - Certified Occupational Therapist Assistant	32.22
12015 - Certified Physical Therapist Assistant	32.22
12020 - Dental Assistant	23.38
12025 - Dental Hygienist	44.51
12030 - EKG Technician	37.17
12035 - Electroneurodiagnostic Technologist	37.17
12040 - Emergency Medical Technician	22.37
12071 - Licensed Practical Nurse I	22.07
12072 - Licensed Practical Nurse II	24.53

12073 - Licensed Practical Nurse III	27.35
12100 - Medical Assistant	16.22
12130 - Medical Laboratory Technician	31.00
12160 - Medical Record Clerk	18.72
12190 - Medical Record Technician	30.60
12195 - Medical Transcriptionist	21.65
12210 - Nuclear Medicine Technologist	51.61
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	24.53
12236 - Optical Technician	21.65
12250 - Pharmacy Technician	15.31
12280 - Phlebotomist	19.12
12305 - Radiologic Technologist	31.35
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	30.01
12320 - Substance Abuse Treatment Counselor	29.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.48
13012 - Exhibits Specialist II	29.09
13013 - Exhibits Specialist III	35.58
13041 - Illustrator I	23.58
13042 - Illustrator II	29.20
13043 - Illustrator III	35.74
13047 - Librarian	32.55
13050 - Library Aide/Clerk	17.19
13054 - Library Information Technology Systems Administrator	29.20
13058 - Library Technician	22.31
13061 - Media Specialist I	20.98
13062 - Media Specialist II	23.48
13063 - Media Specialist III	26.18
13071 - Photographer I	20.98
13072 - Photographer II	23.48
13073 - Photographer III	29.09
13074 - Photographer IV	35.58
13075 - Photographer V	43.05
13090 - Technical Order Library Clerk	19.05
13110 - Video Teleconference Technician	21.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.50
14042 - Computer Operator II	20.70
14043 - Computer Operator III	23.07
14044 - Computer Operator IV	25.64
14045 - Computer Operator V	28.39
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	18.50
14160 - Personal Computer Support Technician	25.64
14170 - System Support Specialist	39.77
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.14
15020 - Aircrew Training Devices Instructor (Rated)	40.11

15030 - Air Crew Training Devices Instructor (Pilot)	48.06
15050 - Computer Based Training Specialist / Instructor	33.14
15060 - Educational Technologist	36.11
15070 - Flight Instructor (Pilot)	48.06
15080 - Graphic Artist	33.26
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.40
15086 - Maintenance Test Pilot Rotary Wing	42.40
15088 - Non-Maintenance Test/Co-Pilot	42.40
15090 - Technical Instructor	28.46
15095 - Technical Instructor/Course Developer	35.42
15110 - Test Proctor	23.54
15120 - Tutor	23.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	14.28
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing Apparel Laundry	12.03
16190 - Sewing Machine Operator	15.30
16220 - Tailor	16.31
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.34
19040 - Tool And Die Maker	29.02
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	24.63
21040 - Material Expediter	24.63
21050 - Material Handling Laborer	13.16
21071 - Order Filler	16.13
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	17.87
21130 - Shipping/Receiving Clerk	17.87
21140 - Store Worker I	18.00
21150 - Stock Clerk	21.75
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.62
23019 - Aircraft Logs and Records Technician	25.55
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.62
23023 - Aircraft Mechanic III	30.56
23040 - Aircraft Mechanic Helper	23.50
23050 - Aircraft Painter	27.52
23060 - Aircraft Servicer	25.55
23070 - Aircraft Survival Flight Equipment Technician	27.52
23080 - Aircraft Worker	26.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.50
23110 - Appliance Mechanic	27.52
23120 - Bicycle Repairer	22.75
23125 - Cable Splicer	32.44
23130 - Carpenter Maintenance	25.43
23140 - Carpet Layer	26.56
23160 - Electrician Maintenance	29.95
23181 - Electronics Technician Maintenance I	26.56
23182 - Electronics Technician Maintenance II	27.52
23183 - Electronics Technician Maintenance III	28.50
23260 - Fabric Worker	25.55

23290 - Fire Alarm System Mechanic	28.50
23310 - Fire Extinguisher Repairer	24.62
23311 - Fuel Distribution System Mechanic	28.50
23312 - Fuel Distribution System Operator	24.62
23370 - General Maintenance Worker	21.99
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	25.55
23382 - Ground Support Equipment Worker	26.56
23391 - Gunsmith I	24.62
23392 - Gunsmith II	26.56
23393 - Gunsmith III	28.50
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.17
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	28.50
23440 - Heavy Equipment Operator	28.11
23460 - Instrument Mechanic	28.50
23465 - Laboratory/Shelter Mechanic	27.52
23470 - Laborer	15.83
23510 - Locksmith	27.52
23530 - Machinery Maintenance Mechanic	26.18
23550 - Machinist Maintenance	25.89
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	28.50
23592 - Metrology Technician II	29.62
23593 - Metrology Technician III	30.56
23640 - Millwright	28.50
23710 - Office Appliance Repairer	27.52
23760 - Painter Maintenance	25.32
23790 - Pipefitter Maintenance	36.77
23810 - Plumber Maintenance	32.77
23820 - Pneudraulic Systems Mechanic	28.50
23850 - Rigger	28.50
23870 - Scale Mechanic	26.56
23890 - Sheet-Metal Worker Maintenance	39.95
23910 - Small Engine Mechanic	25.77
23931 - Telecommunications Mechanic I	27.82
23932 - Telecommunications Mechanic II	28.86
23950 - Telephone Lineman	28.50
23960 - Welder Combination Maintenance	27.65
23965 - Well Driller	28.50
23970 - Woodcraft Worker	28.50
23980 - Woodworker	24.62
24000 - Personal Needs Occupations	
24550 - Case Manager	17.73
24570 - Child Care Attendant	11.15
24580 - Child Care Center Clerk	13.90
24610 - Chore Aide	18.05
24620 - Family Readiness And Support Services Coordinator	17.73
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.51
25040 - Sewage Plant Operator	33.26
25070 - Stationary Engineer	28.51
25190 - Ventilation Equipment Tender	23.48
25210 - Water Treatment Plant Operator	33.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.93
27007 - Baggage Inspector	13.81
27008 - Corrections Officer	35.56
27010 - Court Security Officer	33.10
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	35.56

27070 - Firefighter	30.98
27101 - Guard I	13.81
27102 - Guard II	18.63
27131 - Police Officer I	33.15
27132 - Police Officer II	36.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Worker	9.76
28210 - Gate Attendant/Gate Tender	16.97
28310 - Lifeguard	14.06
28350 - Park Attendant (Aide)	18.99
28510 - Recreation Aide/Health Facility Attendant	12.69
28515 - Recreation Specialist	20.76
28630 - Sports Official	15.11
28690 - Swimming Pool Operator	24.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.56
29020 - Hatch Tender	26.56
29030 - Line Handler	26.56
29041 - Stevedore I	25.55
29042 - Stevedore II	27.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.93
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	29.51
30030 - Cartographic Technician	29.51
30040 - Civil Engineering Technician	29.51
30051 - Cryogenic Technician I	31.21
30052 - Cryogenic Technician II	34.47
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	16.38
30082 - Engineering Technician II	18.19
30083 - Engineering Technician III	24.23
30084 - Engineering Technician IV	29.51
30085 - Engineering Technician V	35.18
30086 - Engineering Technician VI	37.71
30090 - Environmental Technician	29.40
30095 - Evidence Control Specialist	29.51
30210 - Laboratory Technician	25.36
30221 - Latent Fingerprint Technician I	31.21
30222 - Latent Fingerprint Technician II	34.47
30240 - Mathematical Technician	29.51
30361 - Paralegal/Legal Assistant I	19.56
30362 - Paralegal/Legal Assistant II	24.23
30363 - Paralegal/Legal Assistant III	29.64
30364 - Paralegal/Legal Assistant IV	35.85
30375 - Petroleum Supply Specialist	35.18
30390 - Photo-Optics Technician	29.51
30395 - Radiation Control Technician	35.18
30461 - Technical Writer I	23.14
30462 - Technical Writer II	28.31
30463 - Technical Writer III	37.71
30491 - Unexploded Ordnance (UXO) Technician I	27.56
30492 - Unexploded Ordnance (UXO) Technician II	33.34
30493 - Unexploded Ordnance (UXO) Technician III	39.96
30494 - Unexploded (UXO) Safety Escort	27.56
30495 - Unexploded (UXO) Sweep Personnel	27.56
30501 - Weather Forecaster I	31.21

30502 - Weather Forecaster II	37.97
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 25.36
30621 - Weather Observer Senior	(see 2) 28.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.34
31020 - Bus Aide	18.25
31030 - Bus Driver	22.26
31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	15.95
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	14.47
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.73
31363 - Truckdriver Heavy	23.14
31364 - Truckdriver Tractor-Trailer	23.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.25
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	31.70
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	20.35
99252 - Laboratory Animal Caretaker II	21.14
99260 - Marketing Analyst	28.61
99310 - Mortician	31.70
99410 - Pest Controller	25.07
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	21.87
99711 - Recycling Specialist	22.14
99730 - Refuse Collector	19.27
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.21
99830 - Survey Party Chief	19.61
99831 - Surveying Aide	13.27
99832 - Surveying Technician	18.22
99840 - Vending Machine Attendant	23.03
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	23.03

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 nine paid holidays per year: New Year's Day Washington's Birthday Memorial 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:** Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

<p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
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Daniel W. Simms Director	Division of Wage Determinations	<p>Wage Determination No.: 2015-4211 Revision No.: 15 Date Of Last Revision: 04/13/2021</p>
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Essex Morris Sussex Union

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		26.18
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49
01113 - General Clerk III		19.02
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		16.63
01191 - Order Clerk I		16.49
01192 - Order Clerk II		21.31
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.78
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92

01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
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	17.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.70
12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91

12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	23.96
12190 - Medical Record Technician	27.36
12195 - Medical Transcriptionist	21.49
12210 - Nuclear Medicine Technologist	46.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	17.33
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.25
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	37.34
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)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	26.51
13042 - Illustrator II	33.23
13043 - Illustrator III	40.60
13047 - Librarian	36.42
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	41.88
13075 - Photographer V	50.02
13090 - Technical Order Library Clerk	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	28.99
14045 - Computer Operator V	32.09
14071 - Computer Programmer I	(see 1) 27.56
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	20.90
14160 - Personal Computer Support Technician	28.99
14170 - System Support Specialist	40.56
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	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	31.85
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.43
15086 - Maintenance Test Pilot Rotary Wing	51.43
15088 - Non-Maintenance Test/Co-Pilot	51.43
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	15.52
16030 - Counter Attendant	15.52
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	15.52
16090 - Presser Hand	15.52
16110 - Presser Machine Drycleaning	15.52
16130 - Presser Machine Shirts	15.52
16160 - Presser Machine Wearing Apparel Laundry	15.52
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.38
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.35
19040 - Tool And Die Maker	30.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	16.41
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12
23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight Equipment Technician	36.71
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.14
23110 - Appliance Mechanic	27.79
23120 - Bicycle Repairer	23.85
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	31.10
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	37.18
23181 - Electronics Technician Maintenance I	31.04
23182 - Electronics Technician Maintenance II	32.37
23183 - Electronics Technician Maintenance III	33.64
23260 - Fabric Worker	34.74

23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	38.98
23312 - Fuel Distribution System Operator	32.23
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment Mechanic	38.14
23381 - Ground Support Equipment Servicer	33.40
23382 - Ground Support Equipment Worker	35.20
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.16
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	32.42
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance Mechanic	29.57
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	32.42
23592 - Metrology Technician II	33.69
23593 - Metrology Technician III	34.95
23640 - Millwright	40.14
23710 - Office Appliance Repairer	25.20
23760 - Painter Maintenance	26.50
23790 - Pipefitter Maintenance	32.64
23810 - Plumber Maintenance	31.90
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	36.44
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker Maintenance	30.65
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	43.55
23960 - Welder Combination Maintenance	23.20
23965 - Well Driller	33.48
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	14.45
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	20.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.92
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	39.92
25190 - Ventilation Equipment Tender	31.56
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.18
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.44
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	35.44

27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	20.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.67
29020 - Hatch Tender	33.67
29030 - Line Handler	33.67
29041 - Stevedore I	31.95
29042 - Stevedore II	36.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	30.71
30051 - Cryogenic Technician I	30.19
30052 - Cryogenic Technician II	33.35
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	28.41
30222 - Latent Fingerprint Technician II	31.38
30240 - Mathematical Technician	36.16
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	27.45
30462 - Technical Writer II	33.57
30463 - Technical Writer III	40.63
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	30.19

30502 - Weather Forecaster II	36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.55
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	23.64
31030 - Bus Driver	30.47
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65
31310 - Taxi Driver	17.57
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	40.19
99310 - Mortician	35.95
99410 - Pest Controller	22.35
99510 - Photofinishing Worker	18.83
99710 - Recycling Laborer	26.33
99711 - Recycling Specialist	30.07
99730 - Refuse Collector	24.44
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	31.39
99831 - Surveying Aide	22.77
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	22.18
99841 - Vending Machine Repairer	26.30
99842 - Vending Machine Repairer Helper	22.18

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

<p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4185 Revision No.: 16 Date Of Last Revision: 04/13/2021
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Hudson

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49
01113 - General Clerk III		19.02
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		16.63
01191 - Order Clerk I		16.49
01192 - Order Clerk II		21.31
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.78
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92

01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
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	17.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.43
12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91

12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	37.34
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)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	26.51
13042 - Illustrator II	33.23
13043 - Illustrator III	40.60
13047 - Librarian	36.42
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	41.88
13075 - Photographer V	50.02
13090 - Technical Order Library Clerk	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	28.99
14045 - Computer Operator V	32.09
14071 - Computer Programmer I	(see 1) 27.56
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	20.90
14160 - Personal Computer Support Technician	28.99
14170 - System Support Specialist	40.56
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	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	31.85
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99
15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	30.07
15095 - Technical Instructor/Course Developer	36.67
15110 - Test Proctor	24.12
15120 - Tutor	24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.23
19040 - Tool And Die Maker	30.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	16.41
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12
23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight Equipment Technician	36.71
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.14
23110 - Appliance Mechanic	25.10
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	40.90
23181 - Electronics Technician Maintenance I	29.09
23182 - Electronics Technician Maintenance II	30.34
23183 - Electronics Technician Maintenance III	31.52
23260 - Fabric Worker	34.90

23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	38.98
23312 - Fuel Distribution System Operator	33.08
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment Mechanic	38.14
23381 - Ground Support Equipment Servicer	33.40
23382 - Ground Support Equipment Worker	35.20
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.16
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance Mechanic	29.57
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.23
23593 - Metrology Technician III	34.48
23640 - Millwright	40.73
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	26.50
23790 - Pipefitter Maintenance	33.83
23810 - Plumber Maintenance	32.56
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	36.62
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	43.55
23960 - Welder Combination Maintenance	23.20
23965 - Well Driller	33.42
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	13.83
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	20.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.18
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.44
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	35.44

27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	20.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	42.58
29020 - Hatch Tender	42.58
29030 - Line Handler	42.58
29041 - Stevedore I	40.36
29042 - Stevedore II	48.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	29.82
30051 - Cryogenic Technician I	30.19
30052 - Cryogenic Technician II	33.35
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	29.77
30222 - Latent Fingerprint Technician II	32.88
30240 - Mathematical Technician	35.98
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	30.20

30502 - Weather Forecaster II	36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.55
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	24.62
31030 - Bus Driver	31.71
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65
31310 - Taxi Driver	17.64
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	31.39
99831 - Surveying Aide	22.75
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	23.55
99841 - Vending Machine Repairer	27.93
99842 - Vending Machine Repairer Helper	23.55

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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:** Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

<p align="center">"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p align="center">U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4209 Revision No.: 15 Date Of Last Revision: 04/13/2021
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Hunterdon Somerset

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		26.18
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49
01113 - General Clerk III		19.02
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		16.63
01191 - Order Clerk I		17.35
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.78
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92

01320 - Service Order Dispatcher	20.44
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
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	17.20
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.70
12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91

12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	23.96
12190 - Medical Record Technician	27.36
12195 - Medical Transcriptionist	21.49
12210 - Nuclear Medicine Technologist	46.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	17.33
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.25
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	37.34
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)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	26.16
13042 - Illustrator II	32.41
13043 - Illustrator III	39.18
13047 - Librarian	36.42
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	24.10
13061 - Media Specialist I	23.05
13062 - Media Specialist II	25.77
13063 - Media Specialist III	28.73
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	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	28.99
14045 - Computer Operator V	32.09
14071 - Computer Programmer I	(see 1) 27.56
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	20.90
14160 - Personal Computer Support Technician	28.99
14170 - System Support Specialist	40.56
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	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.72
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.43
15086 - Maintenance Test Pilot Rotary Wing	51.43
15088 - Non-Maintenance Test/Co-Pilot	51.43
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	15.52
16030 - Counter Attendant	15.52
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	15.52
16090 - Presser Hand	15.52
16110 - Presser Machine Drycleaning	15.52
16130 - Presser Machine Shirts	15.52
16160 - Presser Machine Wearing Apparel Laundry	15.52
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.38
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.35
19040 - Tool And Die Maker	29.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	15.39
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12
23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight Equipment Technician	36.71
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.14
23110 - Appliance Mechanic	27.79
23120 - Bicycle Repairer	22.81
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	31.10
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	31.04
23182 - Electronics Technician Maintenance II	32.37
23183 - Electronics Technician Maintenance III	33.64
23260 - Fabric Worker	34.74

23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	38.98
23312 - Fuel Distribution System Operator	32.23
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	38.14
23381 - Ground Support Equipment Servicer	33.40
23382 - Ground Support Equipment Worker	35.20
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.16
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	32.42
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance Mechanic	29.57
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	32.42
23592 - Metrology Technician II	33.69
23593 - Metrology Technician III	34.95
23640 - Millwright	40.14
23710 - Office Appliance Repairer	24.38
23760 - Painter Maintenance	26.69
23790 - Pipefitter Maintenance	33.20
23810 - Plumber Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	36.44
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker Maintenance	30.65
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	43.55
23960 - Welder Combination Maintenance	23.20
23965 - Well Driller	33.48
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	14.45
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	19.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.92
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	39.92
25190 - Ventilation Equipment Tender	31.56
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.18
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.44
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	19.18
27040 - Detention Officer	35.44

27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	19.18
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	15.57
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.66
29020 - Hatch Tender	33.66
29030 - Line Handler	33.66
29041 - Stevedore I	31.94
29042 - Stevedore II	35.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35
30021 - Archeological Technician I	19.73
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	30.71
30051 - Cryogenic Technician I	30.19
30052 - Cryogenic Technician II	33.35
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.16
30082 - Engineering Technician II	22.24
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	28.41
30222 - Latent Fingerprint Technician II	31.38
30240 - Mathematical Technician	36.16
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	27.45
30462 - Technical Writer II	33.57
30463 - Technical Writer III	40.63
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	30.19

30502 - Weather Forecaster II	36.73
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.55
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	23.64
31030 - Bus Driver	30.47
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65
31310 - Taxi Driver	17.57
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	40.19
99310 - Mortician	35.95
99410 - Pest Controller	22.35
99510 - Photofinishing Worker	18.83
99710 - Recycling Laborer	26.33
99711 - Recycling Specialist	30.11
99730 - Refuse Collector	24.44
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	35.59
99831 - Surveying Aide	21.58
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	18.18
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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4201 Revision No.: 14 Date Of Last Revision: 12/21/2020
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Mercer

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.93
01012 - Accounting Clerk II		20.13
01013 - Accounting Clerk III		22.52
01020 - Administrative Assistant		30.93
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		15.28
01042 - Customer Service Representative II		17.18
01043 - Customer Service Representative III		18.74
01051 - Data Entry Operator I		18.57
01052 - Data Entry Operator II		20.26
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		18.83
01090 - Duplicating Machine Operator		18.83
01111 - General Clerk I		15.25
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		16.23
01191 - Order Clerk I		19.10
01192 - Order Clerk II		20.88
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		26.15
01290 - Rental Clerk		18.62
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92

01320 - Service Order Dispatcher	21.31
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	15.74
01531 - Travel Clerk I	16.36
01532 - Travel Clerk II	17.30
01533 - Travel Clerk III	18.47
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.21
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	14.60
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.02
07041 - Cook I	16.96
07042 - Cook II	18.34
07070 - Dishwasher	10.93
07130 - Food Service Worker	12.77
07210 - Meat Cutter	21.96
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.92
09040 - Furniture Handler	20.32
09080 - Furniture Refinisher	24.92
09090 - Furniture Refinisher Helper	22.10
09110 - Furniture Repairer Minor	23.95
09130 - Upholsterer	24.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	15.70
11090 - Gardener	20.58
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	17.48
11240 - Maid or Houseman	13.34
11260 - Pruner	16.38
11270 - Tractor Operator	19.45
11330 - Trail Maintenance Worker	17.48
11360 - Window Cleaner	16.80
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	25.29
12012 - Certified Occupational Therapist Assistant	34.22
12015 - Certified Physical Therapist Assistant	33.14
12020 - Dental Assistant	24.51
12025 - Dental Hygienist	24.53
12030 - EKG Technician	38.45
12035 - Electroneurodiagnostic Technologist	38.45
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	22.30
12072 - Licensed Practical Nurse II	24.95

12073 - Licensed Practical Nurse III	27.81
12100 - Medical Assistant	18.03
12130 - Medical Laboratory Technician	30.21
12160 - Medical Record Clerk	22.64
12190 - Medical Record Technician	27.36
12195 - Medical Transcriptionist	20.97
12210 - Nuclear Medicine Technologist	45.73
12221 - Nursing Assistant I	13.20
12222 - Nursing Assistant II	14.84
12223 - Nursing Assistant III	16.20
12224 - Nursing Assistant IV	18.18
12235 - Optical Dispenser	30.12
12236 - Optical Technician	22.30
12250 - Pharmacy Technician	14.82
12280 - Phlebotomist	18.94
12305 - Radiologic Technologist	34.22
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)	30.91
12320 - Substance Abuse Treatment Counselor	26.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	26.51
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	36.27
13050 - Library Aide/Clerk	19.83
13054 - Library Information Technology Systems Administrator	32.75
13058 - Library Technician	25.05
13061 - Media Specialist I	23.64
13062 - Media Specialist II	26.45
13063 - Media Specialist III	29.47
13071 - Photographer I	22.08
13072 - Photographer II	24.69
13073 - Photographer III	32.88
13074 - Photographer IV	41.76
13075 - Photographer V	45.54
13090 - Technical Order Library Clerk	24.91
13110 - Video Teleconference Technician	29.44
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.35
14045 - Computer Operator V	29.17
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	19.00
14160 - Personal Computer Support Technician	28.75
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	41.83
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	35.27
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.18
15086 - Maintenance Test Pilot Rotary Wing	48.18
15088 - Non-Maintenance Test/Co-Pilot	48.18
15090 - Technical Instructor	31.19
15095 - Technical Instructor/Course Developer	38.14
15110 - Test Proctor	25.17
15120 - Tutor	25.17
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	14.76
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing Apparel Laundry	12.03
16190 - Sewing Machine Operator	15.77
16220 - Tailor	16.80
16250 - Washer Machine	12.70
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.17
19040 - Tool And Die Maker	30.97
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.96
21030 - Material Coordinator	26.15
21040 - Material Expediter	26.15
21050 - Material Handling Laborer	16.86
21071 - Order Filler	16.09
21080 - Production Line Worker (Food Processing)	19.96
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	18.62
21150 - Stock Clerk	22.44
21210 - Tools And Parts Attendant	19.96
21410 - Warehouse Specialist	19.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.88
23019 - Aircraft Logs and Records Technician	28.88
23021 - Aircraft Mechanic I	32.80
23022 - Aircraft Mechanic II	34.88
23023 - Aircraft Mechanic III	35.95
23040 - Aircraft Mechanic Helper	26.58
23050 - Aircraft Painter	31.05
23060 - Aircraft Servicer	28.88
23070 - Aircraft Survival Flight Equipment Technician	31.05
23080 - Aircraft Worker	30.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.80
23110 - Appliance Mechanic	28.26
23120 - Bicycle Repairer	19.44
23125 - Cable Splicer	31.92
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	27.05
23160 - Electrician Maintenance	40.31
23181 - Electronics Technician Maintenance I	26.94
23182 - Electronics Technician Maintenance II	27.94
23183 - Electronics Technician Maintenance III	28.89
23260 - Fabric Worker	28.00

23290 - Fire Alarm System Mechanic	29.02
23310 - Fire Extinguisher Repairer	25.20
23311 - Fuel Distribution System Mechanic	29.22
23312 - Fuel Distribution System Operator	27.37
23370 - General Maintenance Worker	22.83
23380 - Ground Support Equipment Mechanic	32.80
23381 - Ground Support Equipment Servicer	28.88
23382 - Ground Support Equipment Worker	30.16
23391 - Gunsmith I	25.20
23392 - Gunsmith II	27.25
23393 - Gunsmith III	29.22
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.57
23430 - Heavy Equipment Mechanic	29.15
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	28.26
23470 - Laborer	16.86
23510 - Locksmith	22.77
23530 - Machinery Maintenance Mechanic	29.55
23550 - Machinist Maintenance	24.99
23580 - Maintenance Trades Helper	15.98
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.37
23593 - Metrology Technician III	34.09
23640 - Millwright	29.72
23710 - Office Appliance Repairer	21.80
23760 - Painter Maintenance	23.17
23790 - Pipefitter Maintenance	40.58
23810 - Plumber Maintenance	39.24
23820 - Pneudraulic Systems Mechanic	29.98
23850 - Rigger	29.22
23870 - Scale Mechanic	27.25
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	26.94
23931 - Telecommunications Mechanic I	36.33
23932 - Telecommunications Mechanic II	37.63
23950 - Telephone Lineman	36.33
23960 - Welder Combination Maintenance	22.28
23965 - Well Driller	29.22
23970 - Woodcraft Worker	29.22
23980 - Woodworker	25.20
24000 - Personal Needs Occupations	
24550 - Case Manager	19.16
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	12.55
24620 - Family Readiness And Support Services Coordinator	19.16
24630 - Homemaker	19.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	30.51
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	24.54
25210 - Water Treatment Plant Operator	30.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.82
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	34.07
27010 - Court Security Officer	34.19
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	34.07

27070 - Firefighter	38.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	36.76
27132 - Police Officer II	40.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.91
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	14.69
28515 - Recreation Specialist	21.91
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	18.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.55
29020 - Hatch Tender	27.55
29030 - Line Handler	27.55
29041 - Stevedore I	26.18
29042 - Stevedore II	28.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.00
30021 - Archeological Technician I	20.00
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	28.19
30051 - Cryogenic Technician I	29.68
30052 - Cryogenic Technician II	32.79
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
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	25.01
30095 - Evidence Control Specialist	26.80
30210 - Laboratory Technician	27.93
30221 - Latent Fingerprint Technician I	29.68
30222 - Latent Fingerprint Technician II	32.79
30240 - Mathematical Technician	26.80
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	32.79
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	32.79
30461 - Technical Writer I	28.96
30462 - Technical Writer II	35.42
30463 - Technical Writer III	42.86
30491 - Unexploded Ordnance (UXO) Technician I	29.29
30492 - Unexploded Ordnance (UXO) Technician II	35.44
30493 - Unexploded Ordnance (UXO) Technician III	42.48
30494 - Unexploded (UXO) Safety Escort	29.29
30495 - Unexploded (UXO) Sweep Personnel	29.29
30501 - Weather Forecaster I	29.68

30502 - Weather Forecaster II	36.11
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.55
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.44
31020 - Bus Aide	21.38
31030 - Bus Driver	25.26
31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	11.00
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	20.46
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.62
31363 - Truckdriver Heavy	24.85
31364 - Truckdriver Tractor-Trailer	24.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.28
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	34.44
99130 - Flight Follower	29.29
99251 - Laboratory Animal Caretaker I	13.38
99252 - Laboratory Animal Caretaker II	14.00
99260 - Marketing Analyst	37.35
99310 - Mortician	34.44
99410 - Pest Controller	19.95
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	22.97
99711 - Recycling Specialist	25.77
99730 - Refuse Collector	21.57
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	20.15
99830 - Survey Party Chief	23.67
99831 - Surveying Aide	15.50
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	23.75
99841 - Vending Machine Repairer	26.86
99842 - Vending Machine Repairer Helper	23.75

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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.: 2015-4193 Revision No.: 14 Date Of Last Revision: 04/13/2021	

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Middlesex

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49
01113 - General Clerk III		19.02
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		16.63
01191 - Order Clerk I		17.35
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.78
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92

01320 - Service Order Dispatcher	20.44
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
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	17.20
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.38
12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91

12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	37.34
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)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	26.16
13042 - Illustrator II	32.41
13043 - Illustrator III	39.18
13047 - Librarian	36.42
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	24.10
13061 - Media Specialist I	23.05
13062 - Media Specialist II	25.77
13063 - Media Specialist III	28.73
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	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	28.99
14045 - Computer Operator V	32.09
14071 - Computer Programmer I	(see 1) 27.56
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	20.90
14160 - Personal Computer Support Technician	28.99
14170 - System Support Specialist	40.56
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	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.72
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99
15088 - Non-Maintenance Test/Co-Pilot	51.99
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	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.23
19040 - Tool And Die Maker	29.24
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	15.39
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12
23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight Equipment Technician	36.71
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.14
23110 - Appliance Mechanic	25.10
23120 - Bicycle Repairer	17.14
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	40.52
23181 - Electronics Technician Maintenance I	29.09
23182 - Electronics Technician Maintenance II	30.34
23183 - Electronics Technician Maintenance III	31.52
23260 - Fabric Worker	34.90

23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	38.98
23312 - Fuel Distribution System Operator	32.31
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	38.14
23381 - Ground Support Equipment Servicer	33.40
23382 - Ground Support Equipment Worker	35.20
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.16
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance Mechanic	29.57
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.23
23593 - Metrology Technician III	34.48
23640 - Millwright	40.73
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	26.69
23790 - Pipefitter Maintenance	33.20
23810 - Plumber Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	34.39
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	43.55
23960 - Welder Combination Maintenance	23.20
23965 - Well Driller	32.44
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	13.83
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	19.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.18
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.44
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	19.18
27040 - Detention Officer	35.44

27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	19.18
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	15.57
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	19.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.78
29020 - Hatch Tender	36.78
29030 - Line Handler	36.78
29041 - Stevedore I	34.89
29042 - Stevedore II	40.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35
30021 - Archeological Technician I	19.73
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	29.82
30051 - Cryogenic Technician I	30.19
30052 - Cryogenic Technician II	33.35
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.16
30082 - Engineering Technician II	22.24
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	29.77
30222 - Latent Fingerprint Technician II	32.88
30240 - Mathematical Technician	35.65
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	30.20

30502 - Weather Forecaster II	36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.55
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	24.54
31030 - Bus Driver	31.61
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65
31310 - Taxi Driver	17.64
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	35.59
99831 - Surveying Aide	21.57
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	21.31
99841 - Vending Machine Repairer	25.53
99842 - Vending Machine Repairer Helper	21.55

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4195 Revision No.: 14 Date Of Last Revision: 04/13/2021
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Monmouth Ocean

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		36.15
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.53
01112 - General Clerk II		17.49
01113 - General Clerk III		19.02
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		16.63
01191 - Order Clerk I		16.05
01192 - Order Clerk II		17.52
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.78
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92

01320 - Service Order Dispatcher	20.44
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.95
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	16.05
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.44
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.58
09040 - Furniture Handler	15.61
09080 - Furniture Refinisher	18.79
09090 - Furniture Refinisher Helper	15.48
09110 - Furniture Repairer Minor	17.10
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51
11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	24.39
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.38
12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	24.39
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91

12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
12305 - Radiologic Technologist	37.34
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)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	27.04
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	36.42
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	23.36
13061 - Media Specialist I	23.39
13062 - Media Specialist II	26.16
13063 - Media Specialist III	29.16
13071 - Photographer I	20.06
13072 - Photographer II	24.10
13073 - Photographer III	31.90
13074 - Photographer IV	37.88
13075 - Photographer V	43.69
13090 - Technical Order Library Clerk	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90
14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	28.99
14045 - Computer Operator V	32.09
14071 - Computer Programmer I	(see 1) 27.56
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	20.90
14160 - Personal Computer Support Technician	31.63
14170 - System Support Specialist	40.56
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	38.23
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	31.45
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99
15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	29.88
15095 - Technical Instructor/Course Developer	36.55
15110 - Test Proctor	24.12
15120 - Tutor	24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.23
19040 - Tool And Die Maker	29.24
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	15.40
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.63
23019 - Aircraft Logs and Records Technician	33.40
23021 - Aircraft Mechanic I	38.14
23022 - Aircraft Mechanic II	39.63
23023 - Aircraft Mechanic III	41.12
23040 - Aircraft Mechanic Helper	29.68
23050 - Aircraft Painter	36.71
23060 - Aircraft Servicer	33.40
23070 - Aircraft Survival Flight Equipment Technician	36.71
23080 - Aircraft Worker	35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.14
23110 - Appliance Mechanic	25.10
23120 - Bicycle Repairer	16.46
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.62
23160 - Electrician Maintenance	40.52
23181 - Electronics Technician Maintenance I	29.09
23182 - Electronics Technician Maintenance II	30.34
23183 - Electronics Technician Maintenance III	31.52
23260 - Fabric Worker	34.90

23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	38.98
23312 - Fuel Distribution System Operator	32.23
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment Mechanic	38.14
23381 - Ground Support Equipment Servicer	33.40
23382 - Ground Support Equipment Worker	35.20
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.16
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance Mechanic	29.57
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.23
23593 - Metrology Technician III	34.48
23640 - Millwright	40.73
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	25.15
23790 - Pipefitter Maintenance	32.76
23810 - Plumber Maintenance	31.53
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	34.39
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	43.55
23960 - Welder Combination Maintenance	23.20
23965 - Well Driller	32.44
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22
24610 - Chore Aide	13.83
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	18.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.18
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.44
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	35.44

27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	15.57
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	21.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.78
29020 - Hatch Tender	36.78
29030 - Line Handler	36.78
29041 - Stevedore I	33.98
29042 - Stevedore II	36.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	29.82
30051 - Cryogenic Technician I	30.19
30052 - Cryogenic Technician II	33.35
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.28
30082 - Engineering Technician II	22.03
30083 - Engineering Technician III	24.65
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	29.77
30222 - Latent Fingerprint Technician II	32.88
30240 - Mathematical Technician	35.65
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	30.20

30502 - Weather Forecaster II	36.74
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.55
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	24.54
31030 - Bus Driver	31.61
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.22
31290 - Shuttle Bus Driver	19.65
31310 - Taxi Driver	17.64
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	29.92
99831 - Surveying Aide	17.82
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	22.18
99841 - Vending Machine Repairer	26.30
99842 - Vending Machine Repairer Helper	22.18

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4215 Revision No.: 13 Date Of Last Revision: 04/13/2021
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO 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		17.54
01012 - Accounting Clerk II		19.70
01013 - Accounting Clerk III		22.03
01020 - Administrative Assistant		32.88
01035 - Court Reporter		26.30
01041 - Customer Service Representative I		15.39
01042 - Customer Service Representative II		16.79
01043 - Customer Service Representative III		18.86
01051 - Data Entry Operator I		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher Motor Vehicle		19.64
01070 - Document Preparation Clerk		17.38
01090 - Duplicating Machine Operator		17.38
01111 - General Clerk I		15.38
01112 - General Clerk II		16.78
01113 - General Clerk III		18.85
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		14.30
01191 - Order Clerk I		16.11
01192 - Order Clerk II		17.25
01261 - Personnel Assistant (Employment) I		16.85
01262 - Personnel Assistant (Employment) II		18.84
01263 - Personnel Assistant (Employment) III		21.00
01270 - Production Control Clerk		24.93
01290 - Rental Clerk		16.83

01300 - Scheduler Maintenance	19.12
01311 - Secretary I	19.12
01312 - Secretary II	21.84
01313 - Secretary III	24.11
01320 - Service Order Dispatcher	17.55
01410 - Supply Technician	32.88
01420 - Survey Worker	18.62
01460 - Switchboard Operator/Receptionist	15.77
01531 - Travel Clerk I	17.17
01532 - Travel Clerk II	18.16
01533 - Travel Clerk III	19.39
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	22.35
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.19
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	14.03
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.52
07041 - Cook I	17.11
07042 - Cook II	18.84
07070 - Dishwasher	11.41
07130 - Food Service Worker	11.88
07210 - Meat Cutter	21.72
07260 - Waiter/Waitress	11.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.52
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
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	12.81
11060 - Elevator Operator	14.42
11090 - Gardener	20.11
11122 - Housekeeping Aide	14.42
11150 - Janitor	14.42
11210 - Laborer Grounds Maintenance	16.44
11240 - Maid or Houseman	13.48
11260 - Pruner	15.18
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	16.44
11360 - Window Cleaner	15.62
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	25.00
12012 - Certified Occupational Therapist Assistant	29.44
12015 - Certified Physical Therapist Assistant	29.87
12020 - Dental Assistant	20.30
12025 - Dental Hygienist	40.84
12030 - EKG Technician	30.31

12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	20.22
12071 - Licensed Practical Nurse I	22.36
12072 - Licensed Practical Nurse II	25.00
12073 - Licensed Practical Nurse III	27.87
12100 - Medical Assistant	17.42
12130 - Medical Laboratory Technician	27.70
12160 - Medical Record Clerk	19.70
12190 - Medical Record Technician	23.51
12195 - Medical Transcriptionist	18.00
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	12.80
12222 - Nursing Assistant II	14.38
12223 - Nursing Assistant III	15.69
12224 - Nursing Assistant IV	17.62
12235 - Optical Dispenser	21.62
12236 - Optical Technician	21.24
12250 - Pharmacy Technician	16.50
12280 - Phlebotomist	18.63
12305 - Radiologic Technologist	29.90
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	30.96
12320 - Substance Abuse Treatment Counselor	23.73
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 Administrator	33.22
13058 - Library Technician	20.40
13061 - Media Specialist I	23.60
13062 - Media Specialist II	26.41
13063 - Media Specialist III	29.43
13071 - Photographer I	19.31
13072 - Photographer II	21.62
13073 - Photographer III	26.78
13074 - Photographer IV	32.76
13075 - Photographer V	39.63
13090 - Technical Order Library Clerk	16.94
13110 - Video Teleconference Technician	23.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.35
14042 - Computer Operator II	22.77
14043 - Computer Operator III	25.37
14044 - Computer Operator IV	28.20
14045 - Computer Operator V	31.23
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	20.35
14160 - Personal Computer Support Technician	28.20

14170 - System Support Specialist	34.18
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.58
15020 - Aircrew Training Devices Instructor (Rated)	40.64
15030 - Air Crew Training Devices Instructor (Pilot)	48.70
15050 - Computer Based Training Specialist / Instructor	33.58
15060 - Educational Technologist	34.07
15070 - Flight Instructor (Pilot)	48.70
15080 - Graphic Artist	28.17
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.70
15086 - Maintenance Test Pilot Rotary Wing	48.70
15088 - Non-Maintenance Test/Co-Pilot	48.70
15090 - Technical Instructor	27.19
15095 - Technical Instructor/Course Developer	33.25
15110 - Test Proctor	21.94
15120 - Tutor	21.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.13
16030 - Counter Attendant	13.13
16040 - Dry Cleaner	15.02
16070 - Finisher Flatwork Machine	13.13
16090 - Presser Hand	13.13
16110 - Presser Machine Drycleaning	13.13
16130 - Presser Machine Shirts	13.13
16160 - Presser Machine Wearing Apparel Laundry	13.13
16190 - Sewing Machine Operator	15.65
16220 - Tailor	16.48
16250 - Washer Machine	13.76
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	19.21
21030 - Material Coordinator	24.27
21040 - Material Expediter	24.27
21050 - Material Handling Laborer	14.91
21071 - Order Filler	15.10
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	16.81
21130 - Shipping/Receiving Clerk	16.81
21140 - Store Worker I	16.77
21150 - Stock Clerk	21.29
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.35
23019 - Aircraft Logs and Records Technician	32.54
23021 - Aircraft Mechanic I	36.87
23022 - Aircraft Mechanic II	38.35
23023 - Aircraft Mechanic III	39.71
23040 - Aircraft Mechanic Helper	29.08
23050 - Aircraft Painter	35.51
23060 - Aircraft Servicer	32.54
23070 - Aircraft Survival Flight Equipment Technician	35.51
23080 - Aircraft Worker	34.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.87
23110 - Appliance Mechanic	25.42
23120 - Bicycle Repairer	21.53
23125 - Cable Splicer	41.54
23130 - Carpenter Maintenance	28.13
23140 - Carpet Layer	26.55
23160 - Electrician Maintenance	34.30

23181 - Electronics Technician Maintenance I	30.43
23182 - Electronics Technician Maintenance II	31.98
23183 - Electronics Technician Maintenance III	33.31
23260 - Fabric Worker	27.57
23290 - Fire Alarm System Mechanic	25.95
23310 - Fire Extinguisher Repairer	24.88
23311 - Fuel Distribution System Mechanic	30.59
23312 - Fuel Distribution System Operator	25.62
23370 - General Maintenance Worker	21.92
23380 - Ground Support Equipment Mechanic	36.87
23381 - Ground Support Equipment Servicer	32.54
23382 - Ground Support Equipment Worker	34.01
23391 - Gunsmith I	24.88
23392 - Gunsmith II	27.40
23393 - Gunsmith III	29.70
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.19
23430 - Heavy Equipment Mechanic	27.38
23440 - Heavy Equipment Operator	30.61
23460 - Instrument Mechanic	34.45
23465 - Laboratory/Shelter Mechanic	28.60
23470 - Laborer	15.44
23510 - Locksmith	31.00
23530 - Machinery Maintenance Mechanic	29.96
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	29.50
23710 - Office Appliance Repairer	23.06
23760 - Painter Maintenance	23.35
23790 - Pipefitter Maintenance	30.24
23810 - Plumber Maintenance	28.10
23820 - Pneudraulic Systems Mechanic	29.70
23850 - Rigger	28.85
23870 - Scale Mechanic	27.40
23890 - Sheet-Metal Worker Maintenance	30.50
23910 - Small Engine Mechanic	20.67
23931 - Telecommunications Mechanic I	28.70
23932 - Telecommunications Mechanic II	29.85
23950 - Telephone Lineman	40.40
23960 - Welder Combination Maintenance	25.22
23965 - Well Driller	29.52
23970 - Woodcraft Worker	29.70
23980 - Woodworker	24.88
24000 - Personal Needs Occupations	
24550 - Case Manager	17.66
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.97
24610 - Chore Aide	12.72
24620 - Family Readiness And Support Services Coordinator	17.66
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.28
25040 - Sewage Plant Operator	28.06
25070 - Stationary Engineer	31.28
25190 - Ventilation Equipment Tender	24.67
25210 - Water Treatment Plant Operator	28.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.09
27007 - Baggage Inspector	15.06

27008 - Corrections Officer	24.59
27010 - Court Security Officer	29.54
27030 - Detection Dog Handler	19.14
27040 - Detention Officer	24.59
27070 - Firefighter	34.48
27101 - Guard I	15.06
27102 - Guard II	19.14
27131 - Police Officer I	32.97
27132 - Police Officer II	36.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.56
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.70
28210 - Gate Attendant/Gate Tender	16.54
28310 - Lifeguard	13.26
28350 - Park Attendant (Aide)	18.49
28510 - Recreation Aide/Health Facility Attendant	13.49
28515 - Recreation Specialist	22.91
28630 - Sports Official	14.72
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.59
29020 - Hatch Tender	28.59
29030 - Line Handler	28.59
29041 - Stevedore I	27.35
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.80
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.25
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.81
30040 - Civil Engineering Technician	26.88
30051 - Cryogenic Technician I	28.63
30052 - Cryogenic Technician II	31.63
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	18.92
30082 - Engineering Technician II	21.23
30083 - Engineering Technician III	26.18
30084 - Engineering Technician IV	31.87
30085 - Engineering Technician V	38.78
30086 - Engineering Technician VI	42.58
30090 - Environmental Technician	25.50
30095 - Evidence Control Specialist	25.84
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	31.61
30390 - Photo-Optics Technician	28.27
30395 - Radiation Control Technician	31.61
30461 - Technical Writer I	25.39
30462 - Technical Writer II	31.06
30463 - Technical Writer III	37.59
30491 - Unexploded Ordnance (UXO) Technician I	27.83
30492 - Unexploded Ordnance (UXO) Technician II	33.67

30493 - Unexploded Ordnance (UXO) Technician III	40.36
30494 - Unexploded (UXO) Safety Escort	27.83
30495 - Unexploded (UXO) Sweep Personnel	27.83
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	33.67
31020 - Bus Aide	17.27
31030 - Bus Driver	22.26
31043 - Driver Courier	17.67
31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	15.48
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.78
31363 - Truckdriver Heavy	24.36
31364 - Truckdriver Tractor-Trailer	24.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.42
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	33.98
99130 - Flight Follower	27.83
99251 - Laboratory Animal Caretaker I	14.49
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	37.71
99310 - Mortician	33.98
99410 - Pest Controller	19.05
99510 - Photofinishing Worker	15.41
99710 - Recycling Laborer	22.32
99711 - Recycling Specialist	25.58
99730 - Refuse Collector	20.31
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	14.90
99830 - Survey Party Chief	26.02
99831 - Surveying Aide	17.22
99832 - Surveying Technician	23.70
99840 - Vending Machine Attendant	16.40
99841 - Vending Machine Repairer	19.18
99842 - Vending Machine Repairer Helper	16.40

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

<p align="center">"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p align="center">U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4203 Revision No.: 15 Date Of Last Revision: 04/13/2021
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Warren

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01035 - Court Reporter		25.56
01041 - Customer Service Representative I		14.81
01042 - Customer Service Representative II		16.65
01043 - Customer Service Representative III		18.16
01051 - Data Entry Operator I		15.36
01052 - Data Entry Operator II		16.76
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.42
01090 - Duplicating Machine Operator		17.42
01111 - General Clerk I		15.70
01112 - General Clerk II		17.49
01113 - General Clerk III		19.22
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		15.24
01191 - Order Clerk I		17.35
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		19.50
01262 - Personnel Assistant (Employment) II		21.80
01263 - Personnel Assistant (Employment) III		24.30
01270 - Production Control Clerk		23.51
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92

01320 - Service Order Dispatcher	18.55
01410 - Supply Technician	30.93
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	16.92
01532 - Travel Clerk II	18.35
01533 - Travel Clerk III	19.84
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
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	17.20
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	15.71
07042 - Cook II	16.99
07070 - Dishwasher	10.64
07130 - Food Service Worker	12.02
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.17
09040 - Furniture Handler	16.74
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer Minor	19.47
09130 - Upholsterer	21.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.01
11060 - Elevator Operator	14.20
11090 - Gardener	19.34
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.12
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	22.50
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	27.84
12015 - Certified Physical Therapist Assistant	28.01
12020 - Dental Assistant	20.84
12025 - Dental Hygienist	38.84
12030 - EKG Technician	32.13
12035 - Electroneurodiagnostic Technologist	32.13
12040 - Emergency Medical Technician	22.50
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34

12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	17.10
12130 - Medical Laboratory Technician	25.76
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	21.72
12195 - Medical Transcriptionist	19.62
12210 - Nuclear Medicine Technologist	38.40
12221 - Nursing Assistant I	13.22
12222 - Nursing Assistant II	14.85
12223 - Nursing Assistant III	16.21
12224 - Nursing Assistant IV	18.21
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	18.23
12305 - Radiologic Technologist	28.36
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)	26.92
12320 - Substance Abuse Treatment Counselor	24.09
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	17.50
13110 - Video Teleconference Technician	26.76
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.57
14042 - Computer Operator II	21.88
14043 - Computer Operator III	24.39
14044 - Computer Operator IV	27.11
14045 - Computer Operator V	30.02
14071 - Computer Programmer I	(see 1) 27.56
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	19.57
14160 - Personal Computer Support Technician	27.11
14170 - System Support Specialist	30.58
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	33.25
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	33.72
15085 - Maintenance Test Pilot Fixed Jet/Prop	48.92
15086 - Maintenance Test Pilot Rotary Wing	48.92
15088 - Non-Maintenance Test/Co-Pilot	48.92
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	13.13
16030 - Counter Attendant	13.13
16040 - Dry Cleaner	15.77
16070 - Finisher Flatwork Machine	13.13
16090 - Presser Hand	13.13
16110 - Presser Machine Drycleaning	13.13
16130 - Presser Machine Shirts	13.13
16160 - Presser Machine Wearing Apparel Laundry	13.13
16190 - Sewing Machine Operator	16.89
16220 - Tailor	17.98
16250 - Washer Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.82
19040 - Tool And Die Maker	24.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.34
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	15.28
21071 - Order Filler	15.39
21080 - Production Line Worker (Food Processing)	18.34
21110 - Shipping Packer	17.77
21130 - Shipping/Receiving Clerk	17.77
21140 - Store Worker I	18.81
21150 - Stock Clerk	22.67
21210 - Tools And Parts Attendant	18.34
21410 - Warehouse Specialist	18.34
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.21
23019 - Aircraft Logs and Records Technician	26.99
23021 - Aircraft Mechanic I	30.13
23022 - Aircraft Mechanic II	31.21
23023 - Aircraft Mechanic III	32.17
23040 - Aircraft Mechanic Helper	24.85
23050 - Aircraft Painter	29.14
23060 - Aircraft Servicer	26.99
23070 - Aircraft Survival Flight Equipment Technician	29.14
23080 - Aircraft Worker	28.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.13
23110 - Appliance Mechanic	28.03
23120 - Bicycle Repairer	25.00
23125 - Cable Splicer	42.93
23130 - Carpenter Maintenance	29.89
23140 - Carpet Layer	31.01
23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	27.27
23182 - Electronics Technician Maintenance II	28.28
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	28.00

23290 - Fire Alarm System Mechanic	25.68
23310 - Fire Extinguisher Repairer	25.00
23311 - Fuel Distribution System Mechanic	30.23
23312 - Fuel Distribution System Operator	26.70
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	30.13
23381 - Ground Support Equipment Servicer	26.99
23382 - Ground Support Equipment Worker	28.10
23391 - Gunsmith I	25.00
23392 - Gunsmith II	27.04
23393 - Gunsmith III	28.99
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	28.03
23470 - Laborer	15.28
23510 - Locksmith	28.03
23530 - Machinery Maintenance Mechanic	28.27
23550 - Machinist Maintenance	23.39
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	31.53
23593 - Metrology Technician III	32.67
23640 - Millwright	31.22
23710 - Office Appliance Repairer	22.16
23760 - Painter Maintenance	26.69
23790 - Pipefitter Maintenance	33.20
23810 - Plumber Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	28.99
23850 - Rigger	28.99
23870 - Scale Mechanic	27.04
23890 - Sheet-Metal Worker Maintenance	37.79
23910 - Small Engine Mechanic	19.34
23931 - Telecommunications Mechanic I	33.88
23932 - Telecommunications Mechanic II	35.09
23950 - Telephone Lineman	40.41
23960 - Welder Combination Maintenance	23.01
23965 - Well Driller	29.28
23970 - Woodcraft Worker	28.99
23980 - Woodworker	25.00
24000 - Personal Needs Occupations	
24550 - Case Manager	17.60
24570 - Child Care Attendant	13.38
24580 - Child Care Center Clerk	16.51
24610 - Chore Aide	12.55
24620 - Family Readiness And Support Services Coordinator	17.60
24630 - Homemaker	19.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	26.64
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.81
25210 - Water Treatment Plant Operator	26.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.93
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	19.18
27040 - Detention Officer	30.97

27070 - Firefighter	33.67
27101 - Guard I	17.98
27102 - Guard II	19.18
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.28
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Worker	10.96
28210 - Gate Attendant/Gate Tender	16.60
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.56
28510 - Recreation Aide/Health Facility Attendant	13.54
28515 - Recreation Specialist	22.99
28630 - Sports Official	14.78
28690 - Swimming Pool Operator	12.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	30.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.56
30023 - Archeological Technician III	29.19
30030 - Cartographic Technician	29.19
30040 - Civil Engineering Technician	30.87
30051 - Cryogenic Technician I	29.95
30052 - Cryogenic Technician II	33.08
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.56
30063 - Drafter/CAD Operator III	26.26
30064 - Drafter/CAD Operator IV	32.32
30081 - Engineering Technician I	19.16
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	24.33
30095 - Evidence Control Specialist	27.05
30210 - Laboratory Technician	24.86
30221 - Latent Fingerprint Technician I	29.95
30222 - Latent Fingerprint Technician II	33.08
30240 - Mathematical Technician	29.46
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.08
30390 - Photo-Optics Technician	29.19
30395 - Radiation Control Technician	33.08
30461 - Technical Writer I	26.87
30462 - Technical Writer II	32.86
30463 - Technical Writer III	39.76
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	32.32

30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 26.26
30621 - Weather Observer Senior	(see 2) 29.19
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	18.04
31030 - Bus Driver	21.88
31043 - Driver Courier	16.75
31260 - Parking and Lot Attendant	12.50
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	14.74
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.87
31363 - Truckdriver Heavy	24.52
31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	11.16
99050 - Desk Clerk	13.34
99095 - Embalmer	34.44
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	13.17
99252 - Laboratory Animal Caretaker II	13.77
99260 - Marketing Analyst	27.57
99310 - Mortician	34.44
99410 - Pest Controller	20.45
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	14.27
99830 - Survey Party Chief	35.99
99831 - Surveying Aide	21.83
99832 - Surveying Technician	28.78
99840 - Vending Machine Attendant	18.18
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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

**SECTION K - REPRESENTATIONS, CERTIFICATIONS, AND OTHER
STATEMENTS OF OFFERORS OR QUOTERS**

K.1 Provision 3-130, Authorized Negotiators - (Jan 2003)

The offeror represents that the following persons are authorized to negotiate on its behalf with the judiciary in connection with this solicitation (*offeror lists names, titles, and telephone numbers of the authorized negotiators*).

Name: _____
Titles: _____
Telephone: _____
Fax: _____
Email: _____

K.2 Provision 3-5, Taxpayer Identification and Other Offeror Information - (APR 2011)

(a) Definitions.

“Taxpayer Identification (TIN),” as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of [31 U.S.C. §§ 7701\(c\)](#) and [3325\(d\)](#), reporting requirements of [26 U.S.C. §§ 6041, 6041A](#), and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror’s relationship with the government ([31 U.S.C. § 7701\(c\)\(3\)](#)). If the resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror’s TIN.

(d) Taxpayer Identification Number (TIN): _____

☐ TIN has been applied for.

☐ TIN is not required, because:

☐ Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

☐ Offeror is an agency or instrumentality of a foreign government;

☐ Offeror is an agency or instrumentality of the federal government.

(e) Type of Organization:

- ☐ sole proprietorship;
- ☐ partnership;
- ☐ corporate entity (not tax-exempt);
- ☐ corporate entity (tax-exempt);
- ☐ government entity (federal, state or local);
- ☐ foreign government;
- ☐ international organization per [26 CFR 1.6049-4](#);
- ☐ other

(f) Contractor representations.

The offeror represents as part of its offer that it is ☐, is not ☐ 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

- ☐ Women Owned Business
- ☐ Minority Owned Business (if selected then one sub-type is required)
- ☐ Black American Owned
- ☐ Hispanic American Owned
- ☐ Native American Owned (American Indians, Eskimos, Aleuts, or Native Hawaiians)
- ☐ Asian-Pacific American Owned (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)
- ☐ Subcontinent Asian (Asian-Indian) American Owned (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)
- ☐ Individual/concern, other than one of the preceding.

SECTION L - INSTRUCTIONS, CONDITIONS, AND NOTICE TO OFFERORS

L.1. GENERAL INSTRUCTIONS FOR PROPOSALS

A. Request for Proposals

This Request for Proposal consists of Sections A through M.

Section A - Solicitation/Offer/Acceptance Form, AO 367

In Section A, page 1 is the **Solicitation/Offer/Acceptance**. The offeror must fill out the following blocks on the form:

- (1) Block 8, as instructed on the form.
- (2) Block 9, discount for prompt payment, if applicable.
- (3) Block 10, acknowledgment of amendments.
- (4) Block 11, name and address of offeror.
- (5) Block 12, telephone number.
- (6) Block 13, name and title of person authorized to sign the offer.
- (7) Block 14, signature of offeror,
- (8) Block 15, date signed.

NOTE: **The signature of the original and additional copies must contain original signatures of the offeror in this block.**

Section B - Submission of Prices

(1) Services

The offeror must provide a response to every requested service item.

(2) Prices

The prices submitted must reflect the requirements of the Statement of Work for each project code requested as well as all terms and conditions of the contract that relate to that service item.

(3) Acceptable Responses

(a) Unit Price

Sliding price scales will not be accepted by the Government. The price will reflect the unit as defined in Section B and the Statement of Work for each project code.

(b) **"N/C" = No Charge**

For any item that the offeror will provide without charge or without additional charge, the offeror shall insert "N/C" in the Unit Price column of Section B.

(c) **Subcontracting**

For service items that the offeror will be subcontracting, the offeror shall insert the letter "S" following the price inserted in the Unit Price column. Services referred to another vendor shall be considered subcontracting and shall require the "S" designation.

(d) **Prices and "No Shows"**

A "No Show" occurs when a client does not appear for a prescheduled service, and the client fails to cancel the appointment at least 24 hours in advance. Offerors may factor the price of client "No Shows" for prescheduled appointments into the unit prices for the project codes listed in G.3. **It is estimated that clients fail to appear for prescheduled individual services approximately 5% of the time, although specific services may experience a higher rate of "no shows".**

(4) **Estimated Monthly Quantity**

The figures provided in the Estimated Monthly Quantity column of Section B are estimates of the frequency that the services will be required. These figures are estimates only and the government is not bound to meet these estimates.

Proposal Submission

By submission of a signed proposal (including the submission of the Certification of Compliance (Attachment A) described below), the offeror is agreeing to comply with all requirements, terms, and conditions of this solicitation and any resultant agreement or contract. **Note: The offeror is not required to submit solicitation sections C, D, E, F, G, H, and I as part of its proposal.**

Section K - Representations, Certifications, and Other Statements of Offeror

The Offeror must check or complete all applicable boxes or blocks in the paragraphs under Section K of the Solicitation Document and resubmit the full section as that of the Proposal.

The Offeror's Statements, Qualifications, and References contained in Attachments A through D to this solicitation document shall be completed and submitted as follows:

Preparation of Certification of Compliance Statement (Attachment A)

1. Each offeror shall prepare and submit as part of its offer a **CERTIFICATION OF COMPLIANCE STATEMENT** in which the offeror certifies that it will provide the mandatory requirements stated in Sections C, E, F and G and comply with terms and conditions of the RFP. If the offeror is proposing subcontractor(s) to perform any services, the offeror shall identify the proposed subcontractor(s) and submit separate certification statements from each subcontractor that certifies that they will provide services in compliance with the requirements of the RFP.

Preparation of Background Statement (Attachment B)

1. Each offeror shall prepare and submit as part of its offer a **BACKGROUND STATEMENT** addressing the requirements in paragraphs 2.a. through d. below. (See Attachment B). The offeror shall identify all required documents included in the submitted proposal through the use of labeled tabs. If the offeror is proposing any subcontractors to perform services, the offeror also shall comply with the requirements in paragraphs 2 a. through d. pertaining to each proposed subcontractor.
2. In the **BACKGROUND STATEMENT** the offeror shall:
 - a. provide copies of all monitoring reports for the previous 18 months from all federal (including current USPO and USPSO), state and local agencies for the locations solicited. If the vendor is not able to provide copies of monitoring reports, the vendor shall provide copies of certificates or letters from federal, state, or local agencies indicating that the vendor has had a satisfactory or higher rating for the previous 18 months. If the vendor is not able to provide copies of monitoring reports, certifications or letters due to a private practice, the vendor must expressly state so in its proposal for this area. To be considered technically acceptable a vendor must have received ratings of satisfactory or higher or have expressly stated in its proposals that it is a private practice and does not have access to monitoring reports, certificates or letters. Monitoring reports for proposed subcontractors are not required; however, onsite evaluations will be individually performed for all subcontractors.
 - b. state expressly each performance site at which the offeror and any proposed subcontractors intend to provide services in response to this solicitation. Proposed sites shall be located within the solicitation's identified catchment area.
 - c. include copies of all applicable business and/or operating licenses as required by state and local laws and regulations. Offerors are not required to provide copies of the aforementioned documentation for proposed subcontractors; however, the offeror is responsible for ensuring that proposed subcontractors have all applicable business and/or operating licenses as required by state and local laws and regulations.

- d. include copies of compliance with all federal, state and local fire, safety and health codes. Offerors are not required to provide copies of the aforementioned documentation for proposed subcontractors; however, the offeror is responsible for ensuring that proposed subcontractors have appropriate documentation demonstrating compliance with all federal, state and local fire, safety and health codes.
3. By submitting the **BACKGROUND STATEMENT** the offeror warrants that all information contained therein is correct and accurately reflects the offeror's ability to perform.

Preparation of Staff Qualifications - (Attachment C)

The offeror shall prepare and submit the **OFFEROR'S STAFF QUALIFICATION FORM** (see Attachment C) for all staff performing services under any resultant contract. The offeror shall include the name, title, duties that will be performed under any resultant agreement by numeric project code, education, experience, and credentials (licenses and certifications) for all proposed staff members who will be performing services under any resultant agreement. In addition, the offeror shall certify that no proposed staff members are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release (federal, state, or local). The Offeror shall also certify that no proposed staff members have been convicted of any sexual offense (including but not limited to child pornography offenses, child exploitation, sexual abuse, rape, or sexual assault) or are required under federal, state or local law to register on the Sexual Offender registry. Attachment C shall also be prepared for all proposed subcontractor staff performing services.

Offerors providing sex-offense specific evaluations must certify on the Offeror's Staff Qualification Form (Attachment C) that the evaluator adheres to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA).

Preparation of Offeror's References - (Attachment D)

The offeror shall provide three references (Federal, State, or local government agencies and/or private organizations), using Attachment D, for whom the offeror has provided treatment and other services identified in this RFP within the past 3 years. Provide the name and address for each reference, as well as a contact person and phone number. The government reserves the right to contact any reference and consider the information provided as part of its responsibility determination.

Sections L - Instructions, Conditions and Notices to Offerors, and M - Evaluation Criteria

Sections K, L and M contain information and instructions and do not become part of any resultant agreement.

L.2 Provision 3-100, Instructions to Offerors - (APR 2013)

- (a) *Definitions* As used in this provision:
"Discussions" are negotiations that occur after establishment of the competitive range that may, at the contracting officer's discretion, result in the offeror being allowed to revise its offer.
In writing, "writing," or "written" means any worded or numbered expression that can be read, reproduced, and later communicated, and includes electronically transmitted and stored information.
"Offer modification" is a change made to an offer before the solicitation's closing date and time, or made in response to an amendment, or made to correct a mistake at any time before award.
"Offer revision" is a change to an offer made after the solicitation closing date, at the request of or as allowed by a contracting officer as the result of negotiations.
"Time," if stated as a number of days, is calculated using calendar days, unless otherwise specified, and will include Saturdays, Sundays, and legal holidays. However, if the last day falls on a Saturday, Sunday, or legal holiday, then the period will include the next working day.
- (b) *Amendments to solicitations* If this solicitation is amended, all terms and conditions that are not amended remain unchanged. Offerors shall acknowledge receipt of any amendment to this solicitation by the date and time specified in the amendment(s). An offeror's failure to acknowledge amendments affecting price, quantity, quality or delivery may result in the offeror's proposal being determined unacceptable where award is made without discussions.
- (c) *Submission, modification, revision, and withdrawal of offers*
- (1) Unless other methods (e.g., electronic commerce or facsimile) are permitted in the solicitation, offers and modifications to offers shall be submitted in paper media in sealed envelopes or packages (i) addressed to the office specified in the solicitation, and (ii) showing the time and date specified for receipt, the solicitation number, and the name and address of the offeror. Offerors using commercial carriers shall ensure that the offer is marked on the outermost wrapper with the information in paragraphs (c)(1)(i) and (c)(1)(ii) of this provision.
 - (2) The first page of the offer shall show:
 - (i) the solicitation number;
 - (ii) the name, address, and telephone and facsimile numbers of the offeror (and electronic address if available);
 - (iii) a statement specifying the extent of agreement with all terms, conditions, and provisions included in the solicitation and agreement to furnish any or all items upon which prices are offered at the price set opposite each item;
 - (iv) names, titles, and telephone and facsimile numbers (and electronic addresses if available) of persons authorized to negotiate on the offeror's behalf with the judiciary in connection with this solicitation; and
 - (v) name, title, and signature of person authorized to sign the offer. Offers signed by an agent shall be accompanied by evidence of that agent's authority, unless that evidence has been previously furnished to the issuing office.

- (3) *Submission, modification, revision, and withdrawal of offers*
- (i) Offerors are responsible for submitting offers, and any modifications or revisions, so as to reach the judiciary office designated in the solicitation by the time specified in the solicitation. If no time is specified in the solicitation, the time for receipt is 4:30 p.m., local time, for the designated judiciary office on the date that offer or revision is due.
 - (ii) (A) Any offer, modification, or revision received at the judiciary office designated in the solicitation after the exact time specified for receipt of offers is "late" and will not be considered unless it is received before award is made, the contracting officer determines it's in the judiciary's best interest, the contracting officer determines that accepting the late offer would not unduly delay the procurement, and:
 - (1) if it was transmitted through an electronic commerce method authorized by the solicitation, it was received at the initial point of entry to the judiciary infrastructure not later than 5:00 p.m. one working day prior to the date specified for receipt of offers; or
 - (2) there is acceptable evidence to establish that it was received at the judiciary installation designated for receipt of offers and was under the judiciary's control prior to the time set for receipt of offers; or
 - (3) it is the only offer received.
 - (ii) (B) However, a late modification of an otherwise successful offer that makes its terms more favorable to the judiciary, will be considered at any time it is received and may be accepted.
 - (iii) Acceptable evidence to establish the time of receipt at the judiciary installation includes the time/date stamp of that installation on the offer wrapper, other documentary evidence of receipt maintained by the installation, or oral testimony or statements of judiciary personnel.
 - (iv) If an emergency or unanticipated event interrupts normal judiciary processes so that offers cannot be received at the office designated for receipt of offers by the exact time specified in the solicitation, and urgent judiciary requirements preclude amendment of the solicitation, the time specified for receipt of offers will be deemed to be extended to the same time of day specified in the solicitation on the first work day on which normal judiciary processes resume.
 - (v) Offers may be withdrawn by written notice received at any time before award. Oral offers in response to oral solicitations may be withdrawn orally. If the solicitation authorizes facsimile offers, offers may be withdrawn via facsimile received at any time before award, subject to the conditions specified in Provision 3-115, "Facsimile Offers." Offers may be withdrawn in person by an offeror or an authorized representative, if the identity of the person requesting withdrawal is established and the person signs a receipt for the offer before award.
- (4) Unless otherwise specified in the solicitation, the offeror may propose to provide any item or combination of items.

- (5) Offerors shall submit offers in response to this solicitation in English and in U.S. dollars.
 - (6) Offerors may submit modifications to their offers at any time before the solicitation closing date and time, and may submit modifications in response to an amendment, or to correct a mistake at any time before award.
 - (7) Offerors may submit revised offers only if requested or allowed by the contracting officer.
 - (8) Offers may be withdrawn at any time before award. Withdrawals are effective upon receipt of notice by the contracting officer.
- (d) *Offer expiration date* Offers in response to this solicitation will be valid for the number of days specified on the solicitation cover sheet (unless a different period is proposed by the offeror).
- (e) *Restriction on disclosure and use of data* Offerors that include in their offers data that they do not want disclosed to the public for any purpose, or used by the judiciary except for evaluation purposes, shall:
- (1) mark the title page with the following legend:

This offer includes data that shall not be disclosed outside the judiciary and shall not be duplicated, used, or disclosed-in whole or in part-for any purpose other than to evaluate this offer. If, however, a contract is awarded to this offeror as a result of-or in connection with-the submission of this data, the judiciary shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the judiciary's right to use information contained in this data if it is obtained from another source without restriction. The data subject to this restriction are contained in sheets [*insert numbers or other identification of sheets*]; and
 - (2) mark each sheet of data it wishes to restrict with the following legend:

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this offer.
- (f) *Contract award*
- (1) The judiciary intends to award a contract or contracts resulting from this solicitation to the responsible offeror(s) whose offer(s) represents the best value after evaluation in accordance with the factors and subfactors in the solicitation.
 - (2) The judiciary may reject any or all offers if such action is in the judiciary's interest.
 - (3) The judiciary may waive informalities and minor irregularities in offers received.
 - (4) The judiciary intends to evaluate offers and award a contract without discussions with offerors (except clarifications). Therefore, the offeror's initial offer shall contain the offeror's best terms from a price or price and technical standpoint. The judiciary reserves the right to conduct discussions if the contracting officer

later determines them to be necessary. If the contracting officer determines that the number of offers that would otherwise be in the competitive range exceeds the number at which an efficient competition can be conducted, the contracting officer may limit the number of offers in the competitive range to the greatest number that will permit an efficient competition among the most highly rated offers.

- (5) The judiciary reserves the right to make an award on any item for a quantity less than the quantity offered, at the unit price or prices offered, unless the offeror specifies otherwise in the offer.
- (6) The judiciary reserves the right to make multiple awards if, after considering the additional administrative prices, it is in the judiciary's best interest to do so.
- (7) Exchanges with offerors after receipt of an offer do not constitute a rejection or counteroffer by the judiciary.
- (8) The judiciary may determine that an offer is unacceptable if the prices proposed are materially unbalanced between line items or sub-line items. Unbalanced pricing exists when, despite an acceptable total evaluated price, the price of one or more contract line items is significantly overstated or understated as indicated by the application of price or price analysis techniques. An offer may be rejected if the contracting officer determines that the lack of balance poses an unacceptable risk to the judiciary.
- (9) If a price realism analysis is performed, price realism may be considered by the source selection authority in evaluating performance or schedule risk.
- (10) A written award or acceptance of offer mailed or otherwise furnished to the successful offeror within the time specified in the offer shall result in a binding contract without further action by either party.
- (11) The judiciary may disclose the following information in postaward debriefings to other offerors:
 - (i) the overall evaluated price or price and technical rating of the successful offeror;
 - (ii) the overall ranking of all offerors, when any ranking was developed by the judiciary during source selection;
 - (iii) a summary of the rationale for award; and
 - (iv) for procurements of commercial items, the make and model of the item to be delivered by the successful offeror.

OFFEROR’S CERTIFICATION OF COMPLIANCE STATEMENT

As required in Section L.1 , Preparation of Certification of Compliance Statement, the offeror and each proposed subcontractor(s) shall complete the certification below.

I hereby certify on behalf of _____ (Name of Offeror or Subcontractor) that _____ (Name of Offeror or Subcontractor) will provide the mandatory requirements stated in Sections C, E, F and G and all services in strict compliance with requirements, terms, and conditions of the RFP. I understand that failure to perform in accordance with any of the requirements, terms, and/or conditions may result in suspension or discontinuation of referrals or termination of the contract/BPA.

SIGNATURE: _____ DATE: _____

TITLE: _____

OFFEROR'S BACKGROUND STATEMENT

As required in Section L.1, Preparation of the Background Statement, the offeror shall prepare a Background Statement below (attach pages as needed labeled as subsets of this Attachment number).

CERTIFICATIONS

(check all that apply)

☐ I certify herein that all information provided in the BACKGROUND STATEMENT is accurate, complete, and correct.

☐ I certify herein that copies of all monitoring reports for the previous 18 months from federal, state and local agencies have been provided, or if a monitoring report for the previous 18 months is not available, a federal, state, and/or local certificate or letter indicating the vendor has a satisfactory or higher rating has been provided.

SIGNATURE: _____ DATE: _____

OFFEROR'S STAFF QUALIFICATIONS

As required in Section L.1, Preparation of Staff Qualifications, the Offeror shall prepare and submit below, (attach pages as needed labeled as subsets of this attachment number), for all staff performing services under any resultant Agreement, including credentials (licenses and certification) by project code. Staff providing sex-offense specific services must certify that the evaluator adheres to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA). The offeror shall complete the certification section below.

PC	NAME	TITLE	DUTIES	EDUCATION	EXPERIENCE	CREDENTIALS
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CERTIFICATIONS

(check all that apply)

☐ I certify herein that no proposed staff members are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release (federal, state, or local).

☐ I certify herein that no proposed staff members have been convicted of any sexual offense (including but not limited to child pornography offenses, child exploitation, sexual abuse, rape, or sexual assault) or are required under federal, state or local law to register on the Sexual Offender registry.

☐ [*Check box only if applicable*] I certify herein that proposed staff conducting sex-offense specific evaluations will adhere to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA).

SIGNATURE: _____ DATE: _____

OFFEROR'S REFERENCES

As required in Section L.1, the Offeror shall provide the name and address for each reference including a contact person and the telephone number.

SECTION M - EVALUATION FACTORS FOR AWARD**M.1 Basis for Award**

Selection of vendors with whom the Probation/Pretrial Services Office will establish BPA's will be based on technical acceptability and the lowest price to the Government. If the solicitation document identifies that BPA's will be established with a specified number of vendors, the selection of technically acceptable vendors shall be based on price. For example, if a solicitation document identifies that 4 to 6 vendors are needed to provide services and 10 vendors are determined to be technically acceptable, awards will be made to no more than 6 of the lowest priced vendors.

M.2 Evaluation of Proposals

- a. To be acceptable and eligible for evaluation, proposals shall be prepared in accordance with the instructions given in Sections B and L of this solicitation document.
- b. By submission of a proposal, the offeror accepts all the terms and conditions of the RFP. Proposals that take exception to the terms and conditions will be determined technically unacceptable and the offeror will be so advised.
- c. Proposals will be evaluated to be considered Technically Acceptable using the following Pass/Fail Criteria. To determine that the offeror has met the following criteria, each proposal shall be evaluated to determine that every individual requirement has been met.

M.3 Pass-Fail Criteria

The following criteria address the offeror's ability to perform and comply with all the mandatory service requirements set forth in the Request For Proposals. Offerors who do not meet these requirements will be deemed to be technically unacceptable and will receive no further consideration. The offeror(s) will be so advised. Proposed subcontractor personnel qualifications and facilities will be evaluated and considered in the determination of the offeror's technical acceptability. The review of the criteria shall be based on the Offeror's Technical Proposal, which contains the Offeror's Certification of Compliance, Offeror's Background Statement, and the Offeror's Staff Qualifications. Each of these shall demonstrate how the offeror will perform/meet the requirements of the RFP.

MANDATORY REQUIREMENTS:

- (a) Did the Offeror submit a statement certifying that it will provide the mandatory requirements stated in Sections C, E, F and G and all services in strict compliance with the requirements, terms, and conditions of the RFP. This requirement

includes submission of compliance statements for each subcontractor that will be providing services.

YES or NO

PAST PERFORMANCE

- (a) Did the Offeror provide copies of all federal, state and local monitoring reports, letters, and/or federal, state, and local certificates for the previous 18 months? YES or NO
- (b) Monitoring reports, letters, and/or certificates are rated at least "satisfactory" or "pass" regarding performance.

OR

If any monitoring report completed for the previous 18 months was rated less than "satisfactory," the deficiencies were corrected as documented on the subsequent monitoring report, resulting in the subsequent report being rated "satisfactory."

YES or NO

SITE(S) AT WHICH SERVICES ARE PROVIDED:

- (a) Offeror's (and any proposed subcontractor) site(s) at which services will be provided is/are located in catchment area. YES or NO
- (b) Offeror has provided copies of applicable business and/or operating license(s). YES or NO
- (c) Offeror has provided copies of compliance with all federal, state and local fire, safety, and health codes. YES or NO

STAFF QUALIFICATIONS:

- (a) Offeror (and any proposed subcontractor) meets all minimum staff requirements listed in Section C of the RFP. YES or NO
- (b) The Offeror's Staff Qualifications Statement certified that no staff member(s) (including proposed subcontractor staff) providing services under this Agreement are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release. YES or NO
- (c) The Offeror's Staff Qualifications Statement certified that

no staff member(s) (including proposed subcontractor staff) providing services under this Agreement have been convicted of any sexual offense (including but not limited to child pornography offenses, child exploitation, sexual abuse, rape, or sexual assault) or are required under federal, state or local law to register on the Sexual Offender registry.

YES or NO

ON-SITE VISITS

On site visits will be conducted for those offeror's whose proposals are determined technically acceptable based on the above stated criteria and meet the lowest price requirement. On site visits will be conducted to verify that the offeror's facility complies with the requirements of the RFP. There will be on-site evaluations for all subcontractors providing services.

- (a) Offeror's (and any proposed subcontractor) facility meets requirements listed in Statement of Work.

YES or NO

M. 4 Evaluation of Price

The Government will determine Total Evaluated Price for required services by using the following formula:

- (a) Determining Total Evaluated Price.--Multiply the Estimate Monthly Quantity (EMQ) by 12 months to get a Yearly Quantity. Multiply that figure by the Unit Price offered to arrive at the Total Evaluated Price for that service item. Yearly prices of service items are totaled to arrive at Total Evaluated Price for each offeror.
- (b) Service items that are offered at "N/C" or No Charge, will be evaluated in the Life of Agreement comparison by entering \$0.00 for the unit price.
- (c) Service items that are reimbursable at actual prices or at a travel regulation rate are not considered in the price comparison.
- (d) Service items not marked as required services will not be evaluated or considered.
- (e) Total Evaluated Price (TEP) shall be rank ordered to show the lowest TEP.

M.5 Provision 2-85A Evaluation Inclusive of Options (JAN 2003)

- (a) The judiciary will evaluate offers for purposes of award by adding the total price for all options to the total price for the basic requirement. Evaluation of options does not obligate the judiciary to exercise the option(s).
- (b) Any offer that is materially unbalanced as to prices for basic and option quantities may be rejected. An unbalanced offer is one that is based on prices significantly less than prices for some work and prices that are significantly overstated for other work.

M.6 Clause 3-70 Determination of Responsibility (JAN 2003)

A determination of responsibility will be made on the apparent successful offeror prior to contract award. If the prospective contractor is found non-responsible, that offeror will be rejected and will receive no further consideration for award. In the event a contractor is rejected based on a determination of non-responsibility, a determination will be made on the next apparent successful offeror.