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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

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

| WASHINGTON D.C. 20210

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| Wage Determination No.: 2005-2324

Diane C. Koplewski Division of | Revision No.: 18

Director Wage Determinations | Date Of Revision: 12/22/2014

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Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is 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 \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. 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](http://www.dol.gov/whd/govcontracts).

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State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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Attachment 3

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	12.61
01012 - Accounting Clerk II	14.40
01013 - Accounting Clerk III	16.11
01020 - Administrative Assistant	19.65
01040 - Court Reporter	15.75
01051 - Data Entry Operator I	10.70
01052 - Data Entry Operator II	12.72
01060 - Dispatcher, Motor Vehicle	15.75
01070 - Document Preparation Clerk	12.04
01090 - Duplicating Machine Operator	12.04
01111 - General Clerk I	11.45
01112 - General Clerk II	12.59
01113 - General Clerk III	14.02
01120 - Housing Referral Assistant	17.77
01141 - Messenger Courier	10.46
01191 - Order Clerk I	10.41
01192 - Order Clerk II	12.04
01261 - Personnel Assistant (Employment) I	13.53
01262 - Personnel Assistant (Employment) II	15.75
01263 - Personnel Assistant (Employment) III	16.91
01270 - Production Control Clerk	17.94
01280 - Receptionist	13.41
01290 - Rental Clerk	13.20
01300 - Scheduler, Maintenance	14.24
01311 - Secretary I	14.24

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01312 - Secretary II	15.93
01313 - Secretary III	17.77
01320 - Service Order Dispatcher	14.36
01410 - Supply Technician	19.65
01420 - Survey Worker	15.75
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	12.04
01612 - Word Processor II	13.38
01613 - Word Processor III	15.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.72
05010 - Automotive Electrician	17.07
05040 - Automotive Glass Installer	16.53
05070 - Automotive Worker	16.53
05110 - Mobile Equipment Servicer	15.40
05130 - Motor Equipment Metal Mechanic	17.66
05160 - Motor Equipment Metal Worker	16.53
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	15.64
05250 - Motor Vehicle Upholstery Worker	15.94
05280 - Motor Vehicle Wrecker	16.53
05310 - Painter, Automotive	17.07
05340 - Radiator Repair Specialist	16.53
05370 - Tire Repairer	11.41

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05400 - Transmission Repair Specialist 17.66

07000 - Food Preparation And Service Occupations

07010 - Baker 12.10

07041 - Cook I 10.12

07042 - Cook II 10.86

07070 - Dishwasher 8.39

07130 - Food Service Worker 8.85

07210 - Meat Cutter 12.79

07260 - Waiter/Waitress 8.81

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 14.52

09040 - Furniture Handler 10.39

09080 - Furniture Refinisher 14.52

09090 - Furniture Refinisher Helper 11.92

09110 - Furniture Repairer, Minor 13.46

09130 - Upholsterer 14.40

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 9.57

11060 - Elevator Operator 10.89

11090 - Gardener 14.73

11122 - Housekeeping Aide 11.55

11150 - Janitor 11.55

11210 - Laborer, Grounds Maintenance 12.28

11240 - Maid or Houseman 8.57

11260 - Pruner 11.30

11270 - Tractor Operator 13.86

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11330 - Trail Maintenance Worker	12.28
11360 - Window Cleaner	12.41
12000 - Health Occupations	
12010 - Ambulance Driver	16.67
12011 - Breath Alcohol Technician	16.67
12012 - Certified Occupational Therapist Assistant	19.16
12015 - Certified Physical Therapist Assistant	21.00
12020 - Dental Assistant	14.52
12025 - Dental Hygienist	31.55
12030 - EKG Technician	25.67
12035 - Electroneurodiagnostic Technologist	25.67
12040 - Emergency Medical Technician	16.67
12071 - Licensed Practical Nurse I	14.90
12072 - Licensed Practical Nurse II	16.67
12073 - Licensed Practical Nurse III	18.60
12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	14.94
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.75
12210 - Nuclear Medicine Technologist	26.60
12221 - Nursing Assistant I	9.82
12222 - Nursing Assistant II	11.04
12223 - Nursing Assistant III	12.05
12224 - Nursing Assistant IV	13.52
12235 - Optical Dispenser	14.52

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12236 - Optical Technician	14.90
12250 - Pharmacy Technician	13.64
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	23.16
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II, Specialist	27.06
12314 - Registered Nurse III	32.74
12315 - Registered Nurse III, Anesthetist	32.74
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	20.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.61
13013 - Exhibits Specialist III	26.43
13041 - Illustrator I	17.24
13042 - Illustrator II	21.37
13043 - Illustrator III	26.13
13047 - Librarian	23.92
13050 - Library Aide/Clerk	11.71
13054 - Library Information Technology Systems Administrator	21.61
13058 - Library Technician	16.15
13061 - Media Specialist I	15.59
13062 - Media Specialist II	17.44
13063 - Media Specialist III	19.45

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Attachment 3

13071 - Photographer I		13.84
13072 - Photographer II		15.09
13073 - Photographer III		19.05
13074 - Photographer IV		22.90
13075 - Photographer V		24.87
13110 - Video Teleconference Technician		13.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.57
14042 - Computer Operator II		16.30
14043 - Computer Operator III		18.18
14044 - Computer Operator IV		20.20
14045 - Computer Operator V		22.36
14071 - Computer Programmer I	(see 1)	20.99
14072 - Computer Programmer II	(see 1)	26.01
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		14.57
14160 - Personal Computer Support Technician		20.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.42
15020 - Aircrew Training Devices Instructor (Rated)		35.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.58
15050 - Computer Based Training Specialist / Instructor		29.42

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15060 - Educational Technologist	25.73
15070 - Flight Instructor (Pilot)	40.58
15080 - Graphic Artist	19.22
15090 - Technical Instructor	17.81
15095 - Technical Instructor/Course Developer	21.78
15110 - Test Proctor	14.37
15120 - Tutor	14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.03
16030 - Counter Attendant	9.03
16040 - Dry Cleaner	10.82
16070 - Finisher, Flatwork, Machine	9.03
16090 - Presser, Hand	9.03
16110 - Presser, Machine, Drycleaning	9.03
16130 - Presser, Machine, Shirts	9.03
16160 - Presser, Machine, Wearing Apparel, Laundry	9.03
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.11
16250 - Washer, Machine	9.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.30
19040 - Tool And Die Maker	22.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.82
21030 - Material Coordinator	19.10

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21040 - Material Expediter	19.10
21050 - Material Handling Laborer	10.83
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.82
21110 - Shipping Packer	11.67
21130 - Shipping/Receiving Clerk	11.67
21140 - Store Worker I	11.77
21150 - Stock Clerk	14.98
21210 - Tools And Parts Attendant	13.82
21410 - Warehouse Specialist	13.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.80
23021 - Aircraft Mechanic I	18.95
23022 - Aircraft Mechanic II	19.80
23023 - Aircraft Mechanic III	20.42
23040 - Aircraft Mechanic Helper	14.48
23050 - Aircraft, Painter	18.24
23060 - Aircraft Servicer	16.35
23080 - Aircraft Worker	17.30
23110 - Appliance Mechanic	17.16
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	20.63
23130 - Carpenter, Maintenance	18.18
23140 - Carpet Layer	17.28
23160 - Electrician, Maintenance	19.13
23181 - Electronics Technician Maintenance I	19.71

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23182 - Electronics Technician Maintenance II	22.43
23183 - Electronics Technician Maintenance III	22.53
23260 - Fabric Worker	16.31
23290 - Fire Alarm System Mechanic	20.56
23310 - Fire Extinguisher Repairer	15.34
23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.34
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment Mechanic	18.95
23381 - Ground Support Equipment Servicer	16.35
23382 - Ground Support Equipment Worker	17.30
23391 - Gunsmith I	15.34
23392 - Gunsmith II	17.28
23393 - Gunsmith III	18.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.64
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	16.78
23460 - Instrument Mechanic	18.95
23465 - Laboratory/Shelter Mechanic	18.20
23470 - Laborer	11.91
23510 - Locksmith	18.20
23530 - Machinery Maintenance Mechanic	20.67
23550 - Machinist, Maintenance	17.07

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23580 - Maintenance Trades Helper	15.96
23591 - Metrology Technician I	18.95
23592 - Metrology Technician II	19.80
23593 - Metrology Technician III	20.42
23640 - Millwright	18.95
23710 - Office Appliance Repairer	16.94
23760 - Painter, Maintenance	17.75
23790 - Pipefitter, Maintenance	21.17
23810 - Plumber, Maintenance	20.48
23820 - Pneudraulic Systems Mechanic	18.95
23850 - Rigger	18.69
23870 - Scale Mechanic	17.28
23890 - Sheet-Metal Worker, Maintenance	20.47
23910 - Small Engine Mechanic	16.86
23931 - Telecommunications Mechanic I	22.06
23932 - Telecommunications Mechanic II	23.05
23950 - Telephone Lineman	20.56
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	18.95
23970 - Woodcraft Worker	18.95
23980 - Woodworker	15.34
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.77
24580 - Child Care Center Clerk	11.85
24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services	12.02

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Attachment 3

Coordinator

24630 - Homemaker 14.49

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 17.77

25040 - Sewage Plant Operator 18.93

25070 - Stationary Engineer 17.77

25190 - Ventilation Equipment Tender 14.92

25210 - Water Treatment Plant Operator 18.93

27000 - Protective Service Occupations

27004 - Alarm Monitor 16.41

27007 - Baggage Inspector 12.45

27008 - Corrections Officer 16.38

27010 - Court Security Officer 16.75

27030 - Detection Dog Handler 13.93

27040 - Detention Officer 16.38

27070 - Firefighter 16.75

27101 - Guard I 12.82

27102 - Guard II 14.34

27131 - Police Officer I 18.67

27132 - Police Officer II 20.72

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 11.24

28042 - Carnival Equipment Repairer 11.87

28043 - Carnival Equipment Worker 9.21

28210 - Gate Attendant/Gate Tender 13.00

28310 - Lifeguard 11.34

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28350 - Park Attendant (Aide)	14.54
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	17.03
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	17.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.82
29020 - Hatch Tender	19.82
29030 - Line Handler	19.82
29041 - Stevedore I	18.71
29042 - Stevedore II	20.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.06
30022 - Archeological Technician II	19.40
30023 - Archeological Technician III	24.05
30030 - Cartographic Technician	24.05
30040 - Civil Engineering Technician	19.37
30061 - Drafter/CAD Operator I	17.06
30062 - Drafter/CAD Operator II	19.40
30063 - Drafter/CAD Operator III	21.64
30064 - Drafter/CAD Operator IV	26.17
30081 - Engineering Technician I	14.27
30082 - Engineering Technician II	16.16

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30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.37
30086 - Engineering Technician VI		32.87
30090 - Environmental Technician		21.02
30210 - Laboratory Technician		17.33
30240 - Mathematical Technician		23.64
30361 - Paralegal/Legal Assistant I		18.03
30362 - Paralegal/Legal Assistant II		22.35
30363 - Paralegal/Legal Assistant III		25.03
30364 - Paralegal/Legal Assistant IV		27.70
30390 - Photo-Optics Technician		23.64
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	21.64
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	23.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.13
31030 - Bus Driver		14.33

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31043 - Driver Courier	13.07
31260 - Parking and Lot Attendant	8.88
31290 - Shuttle Bus Driver	13.44
31310 - Taxi Driver	10.49
31361 - Truckdriver, Light	13.44
31362 - Truckdriver, Medium	14.10
31363 - Truckdriver, Heavy	15.27
31364 - Truckdriver, Tractor-Trailer	15.27
99000 - Miscellaneous Occupations	
99030 - Cashier	9.43
99050 - Desk Clerk	8.76
99095 - Embalmer	27.90
99251 - Laboratory Animal Caretaker I	10.90
99252 - Laboratory Animal Caretaker II	11.65
99310 - Mortician	27.90
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	12.92
99710 - Recycling Laborer	14.78
99711 - Recycling Specialist	17.06
99730 - Refuse Collector	13.63
99810 - Sales Clerk	10.98
99820 - School Crossing Guard	12.83
99830 - Survey Party Chief	26.88
99831 - Surveying Aide	14.51
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	15.40

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Attachment 3

99841 - Vending Machine Repairer

17.51

99842 - Vending Machine Repairer Helper

15.46

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, 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 4174)

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the

contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.