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VA263-15-R-0451

Attachment 4

WD 05-2324 (Rev.-18) was first posted on www.wdol.gov on 12/30/2014

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

_____ | _____

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.

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	13.31
01012 - Accounting Clerk II	14.94
01013 - Accounting Clerk III	18.73
01020 - Administrative Assistant	20.14
01040 - Court Reporter	19.61
01051 - Data Entry Operator I	11.53
01052 - Data Entry Operator II	12.58
01060 - Dispatcher, Motor Vehicle	17.90
01070 - Document Preparation Clerk	12.76
01090 - Duplicating Machine Operator	12.76
01111 - General Clerk I	12.53
01112 - General Clerk II	13.67
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	17.59
01141 - Messenger Courier	11.68
01191 - Order Clerk I	11.55
01192 - Order Clerk II	12.60
01261 - Personnel Assistant (Employment) I	14.81
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	18.04
01280 - Receptionist	12.32
01290 - Rental Clerk	12.30
01300 - Scheduler, Maintenance	13.94
01311 - Secretary I	13.94

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01312 - Secretary II	15.59
01313 - Secretary III	17.59
01320 - Service Order Dispatcher	15.74
01410 - Supply Technician	20.14
01420 - Survey Worker	12.93
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	13.07
01612 - Word Processor II	14.67
01613 - Word Processor III	16.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.50
05010 - Automotive Electrician	18.93
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	17.96
05220 - Motor Vehicle Mechanic Helper	16.21
05250 - Motor Vehicle Upholstery Worker	18.08
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter, Automotive	18.93
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	13.49

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05400 - Transmission Repair Specialist

19.53

07000 - Food Preparation And Service Occupations

07010 - Baker

11.54

07041 - Cook I

10.87

07042 - Cook II

12.11

07070 - Dishwasher

8.33

07130 - Food Service Worker

9.03

07210 - Meat Cutter

12.74

07260 - Waiter/Waitress

7.74

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter

16.35

09040 - Furniture Handler

12.31

09080 - Furniture Refinisher

16.35

09090 - Furniture Refinisher Helper

13.99

09110 - Furniture Repairer, Minor

15.17

09130 - Upholsterer

16.35

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles

9.63

11060 - Elevator Operator

9.63

11090 - Gardener

14.37

11122 - Housekeeping Aide

10.67

11150 - Janitor

10.39

11210 - Laborer, Grounds Maintenance

11.65

11240 - Maid or Houseman

9.05

11260 - Pruner

11.11

11270 - Tractor Operator

13.44

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11330 - Trail Maintenance Worker	11.65
11360 - Window Cleaner	11.27
12000 - Health Occupations	
12010 - Ambulance Driver	15.76
12011 - Breath Alcohol Technician	15.75
12012 - Certified Occupational Therapist Assistant	22.31
12015 - Certified Physical Therapist Assistant	19.08
12020 - Dental Assistant	15.10
12025 - Dental Hygienist	33.94
12030 - EKG Technician	23.41
12035 - Electroneurodiagnostic Technologist	23.41
12040 - Emergency Medical Technician	14.46
12071 - Licensed Practical Nurse I	14.68
12072 - Licensed Practical Nurse II	16.43
12073 - Licensed Practical Nurse III	18.32
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	16.42
12160 - Medical Record Clerk	14.21
12190 - Medical Record Technician	15.90
12195 - Medical Transcriptionist	15.22
12210 - Nuclear Medicine Technologist	31.93
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.79
12223 - Nursing Assistant III	12.87
12224 - Nursing Assistant IV	14.44
12235 - Optical Dispenser	13.87

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12236 - Optical Technician	11.74
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	23.06
12311 - Registered Nurse I	22.24
12312 - Registered Nurse II	27.20
12313 - Registered Nurse II, Specialist	27.20
12314 - Registered Nurse III	32.91
12315 - Registered Nurse III, Anesthetist	32.91
12316 - Registered Nurse IV	39.44
12317 - Scheduler (Drug and Alcohol Testing)	19.95

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	17.43
13012 - Exhibits Specialist II	21.58
13013 - Exhibits Specialist III	26.39
13041 - Illustrator I	19.13
13042 - Illustrator II	23.71
13043 - Illustrator III	29.00
13047 - Librarian	23.91
13050 - Library Aide/Clerk	9.09
13054 - Library Information Technology Systems Administrator	21.59

Administrator

13058 - Library Technician	15.09
13061 - Media Specialist I	15.58
13062 - Media Specialist II	17.42
13063 - Media Specialist III	19.42

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13071 - Photographer I	13.89
13072 - Photographer II	15.54
13073 - Photographer III	19.17
13074 - Photographer IV	22.54
13075 - Photographer V	27.27
13110 - Video Teleconference Technician	14.95

14000 - Information Technology Occupations

14041 - Computer Operator I	15.26
14042 - Computer Operator II	17.08
14043 - Computer Operator III	20.69
14044 - Computer Operator IV	22.16
14045 - Computer Operator V	24.58
14071 - Computer Programmer I	(see 1) 24.18
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	15.26
14160 - Personal Computer Support Technician	22.16

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	30.60
15020 - Aircrew Training Devices Instructor (Rated)	34.46
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	30.60

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15060 - Educational Technologist	27.15	
15070 - Flight Instructor (Pilot)	40.44	
15080 - Graphic Artist	21.89	
15090 - Technical Instructor	21.17	
15095 - Technical Instructor/Course Developer	23.58	
15110 - Test Proctor	17.08	
15120 - Tutor	17.08	
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)	19.95	
19040 - Tool And Die Maker	22.62	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	14.53	
21030 - Material Coordinator	18.04	
21040 - Material Expediter	18.04	

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21050 - Material Handling Laborer	12.09
21071 - Order Filler	11.76
21080 - Production Line Worker (Food Processing)	14.53
21110 - Shipping Packer	14.67
21130 - Shipping/Receiving Clerk	14.67
21140 - Store Worker I	11.77
21150 - Stock Clerk	14.98
21210 - Tools And Parts Attendant	14.53
21410 - Warehouse Specialist	14.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	24.89
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft, Painter	24.50
23060 - Aircraft Servicer	23.11
23080 - Aircraft Worker	23.40
23110 - Appliance Mechanic	18.35
23120 - Bicycle Repairer	13.49
23125 - Cable Splicer	26.38
23130 - Carpenter, Maintenance	16.67
23140 - Carpet Layer	18.06
23160 - Electrician, Maintenance	21.66
23181 - Electronics Technician Maintenance I	21.23
23182 - Electronics Technician Maintenance II	23.35

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23183 - Electronics Technician Maintenance III	23.92
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	20.26
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	26.39
23312 - Fuel Distribution System Operator	22.22
23370 - General Maintenance Worker	16.54
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	23.40
23391 - Gunsmith I	16.65
23392 - Gunsmith II	18.76
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.40
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.40
23430 - Heavy Equipment Mechanic	18.56
23440 - Heavy Equipment Operator	18.14
23460 - Instrument Mechanic	23.27
23465 - Laboratory/Shelter Mechanic	19.75
23470 - Laborer	12.09
23510 - Locksmith	19.51
23530 - Machinery Maintenance Mechanic	19.36
23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	14.65

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23591 - Metrology Technician I	22.91
23592 - Metrology Technician II	23.34
23593 - Metrology Technician III	24.08
23640 - Millwright	20.83
23710 - Office Appliance Repairer	20.16
23760 - Painter, Maintenance	15.61
23790 - Pipefitter, Maintenance	26.10
23810 - Plumber, Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	20.57
23850 - Rigger	20.57
23870 - Scale Mechanic	18.76
23890 - Sheet-Metal Worker, Maintenance	22.73
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	23.54
23932 - Telecommunications Mechanic II	26.07
23950 - Telephone Lineman	19.67
23960 - Welder, Combination, Maintenance	16.05
23965 - Well Driller	18.93
23970 - Woodcraft Worker	20.57
23980 - Woodworker	15.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.72
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	10.04
24620 - Family Readiness And Support Services Coordinator	14.31

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24630 - Homemaker

15.60

25000 - Plant And System Operations Occupations

25010 - Boiler Tender

19.95

25040 - Sewage Plant Operator

20.76

25070 - Stationary Engineer

19.95

25190 - Ventilation Equipment Tender

14.84

25210 - Water Treatment Plant Operator

20.76

27000 - Protective Service Occupations

27004 - Alarm Monitor

15.14

27007 - Baggage Inspector

13.01

27008 - Corrections Officer

17.79

27010 - Court Security Officer

22.20

27030 - Detection Dog Handler

16.42

27040 - Detention Officer

17.79

27070 - Firefighter

22.36

27101 - Guard I

13.01

27102 - Guard II

16.42

27131 - Police Officer I

22.90

27132 - Police Officer II

25.45

28000 - Recreation Occupations

28041 - Carnival Equipment Operator

11.27

28042 - Carnival Equipment Repairer

11.72

28043 - Carnival Equipment Worker

8.15

28210 - Gate Attendant/Gate Tender

14.00

28310 - Lifeguard

11.34

28350 - Park Attendant (Aide)

15.66

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28510 - Recreation Aide/Health Facility Attendant	11.43
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28515 - Recreation Specialist	13.43
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28630 - Sports Official	12.47
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28690 - Swimming Pool Operator	17.03
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29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	19.13
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29020 - Hatch Tender	19.13
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29030 - Line Handler	19.13
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29041 - Stevedore I	18.13
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29042 - Stevedore II	20.23
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30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
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30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
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30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
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30021 - Archeological Technician I	18.46
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30022 - Archeological Technician II	20.64
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30023 - Archeological Technician III	25.57
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30030 - Cartographic Technician	25.57
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30040 - Civil Engineering Technician	20.26
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30061 - Drafter/CAD Operator I	18.46
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30062 - Drafter/CAD Operator II	20.64
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30063 - Drafter/CAD Operator III	23.02
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30064 - Drafter/CAD Operator IV	27.98
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30081 - Engineering Technician I	16.00
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30082 - Engineering Technician II	17.95
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30083 - Engineering Technician III	20.08
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30084 - Engineering Technician IV	24.89
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.83
30090 - Environmental Technician	21.47
30210 - Laboratory Technician	22.74
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	17.58
30362 - Paralegal/Legal Assistant II	21.80
30363 - Paralegal/Legal Assistant III	26.65
30364 - Paralegal/Legal Assistant IV	32.25
30390 - Photo-Optics Technician	25.37
30461 - Technical Writer I	19.99
30462 - Technical Writer II	24.46
30463 - Technical Writer III	29.39
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) 23.02
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.66
31030 - Bus Driver	15.35
31043 - Driver Courier	13.50

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31260 - Parking and Lot Attendant	8.57
31290 - Shuttle Bus Driver	14.43
31310 - Taxi Driver	9.88
31361 - Truckdriver, Light	14.43
31362 - Truckdriver, Medium	21.01
31363 - Truckdriver, Heavy	19.94
31364 - Truckdriver, Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99030 - Cashier	8.71
99050 - Desk Clerk	10.58
99095 - Embalmer	29.68
99251 - Laboratory Animal Caretaker I	10.85
99252 - Laboratory Animal Caretaker II	11.13
99310 - Mortician	34.13
99410 - Pest Controller	16.74
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.67
99711 - Recycling Specialist	15.77
99730 - Refuse Collector	12.60
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	12.83
99830 - Survey Party Chief	26.90
99831 - Surveying Aide	14.56
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	13.19
99841 - Vending Machine Repairer	14.70

99842 - Vending Machine Repairer Helper

13.19

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.