
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
		Wage Determination No. : 2005-2511
Daniel W. Simms	Division of	Revision No. : 20
Director	Wage Determinations	Date Of Revision: 07/08/2015

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: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra

Texas Counties of Culberson, El Paso, Hudspeth

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

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

01011 - Accounting Clerk I	12. 78
01012 - Accounting Clerk II	14. 46
01013 - Accounting Clerk III	16. 18
01020 - Administrative Assistant	17. 66
01040 - Court Reporter	15. 70
01051 - Data Entry Operator I	9. 57
01052 - Data Entry Operator II	10. 56
01060 - Dispatcher, Motor Vehicle	13. 41
01070 - Document Preparation Clerk	11. 19
01090 - Duplicating Machine Operator	11. 19
01111 - General Clerk I	9. 61
01112 - General Clerk II	10. 49
01113 - General Clerk III	11. 77
01120 - Housing Referral Assistant	14. 98
01141 - Messenger Courier	8. 76
01191 - Order Clerk I	10. 48
01192 - Order Clerk II	11. 44
01261 - Personnel Assistant (Employment) I	12. 80
01262 - Personnel Assistant (Employment) II	14. 44
01263 - Personnel Assistant (Employment) III	15. 99
01270 - Production Control Clerk	16. 69
01280 - Receptionist	9. 47
01290 - Rental Clerk	10. 50
01300 - Scheduler, Maintenance	12. 00
01311 - Secretary I	12. 01
01312 - Secretary II	13. 43
01313 - Secretary III	14. 98
01320 - Service Order Dispatcher	11. 77
01410 - Supply Technician	17. 23
01420 - Survey Worker	13. 70
01531 - Travel Clerk I	11. 16
01532 - Travel Clerk II	12. 20
01533 - Travel Clerk III	13. 00
01611 - Word Processor I	12. 87
01612 - Word Processor II	14. 45
01613 - Word Processor III	16. 16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16. 41
05010 - Automotive Electrician	15. 40
05040 - Automotive Glass Installer	14. 37
05070 - Automotive Worker	14. 37
05110 - Mobile Equipment Servicer	12. 32
05130 - Motor Equipment Metal Mechanic	16. 41
05160 - Motor Equipment Metal Worker	14. 37
05190 - Motor Vehicle Mechanic	17. 31
05220 - Motor Vehicle Mechanic Helper	11. 29
05250 - Motor Vehicle Upholstery Worker	13. 34
05280 - Motor Vehicle Wrecker	14. 37
05310 - Painter, Automotive	15. 40
05340 - Radiator Repair Specialist	14. 37

05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	16.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.51
07041 - Cook I	9.61
07042 - Cook II	11.41
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.06
07210 - Meat Cutter	11.04
07260 - Waiter/Waitress	7.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.73
09040 - Furniture Handler	8.80
09080 - Furniture Refinisher	15.73
09090 - Furniture Refinisher Helper	11.05
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	15.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.07
11060 - Elevator Operator	8.07
11090 - Gardener	12.04
11122 - Housekeeping Aide	9.02
11150 - Janitor	9.02
11210 - Laborer, Grounds Maintenance	9.02
11240 - Maid or Houseman	7.74
11260 - Pruner	7.79
11270 - Tractor Operator	11.51
11330 - Trail Maintenance Worker	9.02
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	12.83
12011 - Breath Alcohol Technician	14.94
12012 - Certified Occupational Therapist Assistant	22.21
12015 - Certified Physical Therapist Assistant	21.09
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	27.43
12030 - EKG Technician	25.42
12035 - Electroneurodiagnostic Technologist	25.42
12040 - Emergency Medical Technician	12.83
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.96
12073 - Licensed Practical Nurse III	21.15
12100 - Medical Assistant	10.86
12130 - Medical Laboratory Technician	13.77
12160 - Medical Record Clerk	13.27
12190 - Medical Record Technician	14.84
12195 - Medical Transcriptionist	14.31
12210 - Nuclear Medicine Technologist	33.37
12221 - Nursing Assistant I	9.26
12222 - Nursing Assistant II	10.41

12223 - Nursing Assistant III	11. 36
12224 - Nursing Assistant IV	12. 75
12235 - Optical Dispenser	11. 21
12236 - Optical Technician	9. 30
12250 - Pharmacy Technician	13. 41
12280 - Phlebotomist	13. 52
12305 - Radiologic Technologist	23. 81
12311 - Registered Nurse I	23. 99
12312 - Registered Nurse II	28. 64
12313 - Registered Nurse II, Specialist	28. 64
12314 - Registered Nurse III	34. 65
12315 - Registered Nurse III, Anesthetist	34. 65
12316 - Registered Nurse IV	41. 55
12317 - Scheduler (Drug and Alcohol Testing)	21. 37
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19. 15
13012 - Exhibits Specialist II	23. 08
13013 - Exhibits Specialist III	27. 03
13041 - Illustrator I	19. 15
13042 - Illustrator II	23. 08
13043 - Illustrator III	27. 03
13047 - Librarian	24. 46
13050 - Library Aide/Clerk	11. 49
13054 - Library Information Technology Systems Administrator	22. 09
13058 - Library Technician	17. 24
13061 - Media Specialist I	15. 83
13062 - Media Specialist II	17. 83
13063 - Media Specialist III	19. 88
13071 - Photographer I	12. 93
13072 - Photographer II	16. 45
13073 - Photographer III	20. 57
13074 - Photographer IV	24. 45
13075 - Photographer V	27. 88
13110 - Video Teleconference Technician	14. 70
14000 - Information Technology Occupations	
14041 - Computer Operator I	13. 67
14042 - Computer Operator II	15. 46
14043 - Computer Operator III	17. 25
14044 - Computer Operator IV	19. 17
14045 - Computer Operator V	21. 22
14071 - Computer Programmer I	(see 1) 21. 43
14072 - Computer Programmer II	(see 1) 26. 56
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	13. 67
14160 - Personal Computer Support Technician	22. 41

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.13
15020 - Aircrew Training Devices Instructor (Rated)	32.14
15030 - Air Crew Training Devices Instructor (Pilot)	37.89
15050 - Computer Based Training Specialist / Instructor	26.13
15060 - Educational Technologist	32.13
15070 - Flight Instructor (Pilot)	37.89
15080 - Graphic Artist	19.52
15090 - Technical Instructor	18.06
15095 - Technical Instructor/Course Developer	22.09
15110 - Test Proctor	14.58
15120 - Tutor	14.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.64
16030 - Counter Attendant	7.64
16040 - Dry Cleaner	9.31
16070 - Finisher, Flatwork, Machine	7.64
16090 - Presser, Hand	7.64
16110 - Presser, Machine, Drycleaning	7.64
16130 - Presser, Machine, Shirts	7.64
16160 - Presser, Machine, Wearing Apparel, Laundry	7.64
16190 - Sewing Machine Operator	9.84
16220 - Tailor	10.41
16250 - Washer, Machine	8.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.73
19040 - Tool And Die Maker	20.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.91
21030 - Material Coordinator	16.69
21040 - Material Expediter	16.69
21050 - Material Handling Laborer	9.14
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	10.91
21110 - Shipping Packer	10.48
21130 - Shipping/Receiving Clerk	10.49
21140 - Store Worker I	8.93
21150 - Stock Clerk	12.82
21210 - Tools And Parts Attendant	10.91
21410 - Warehouse Specialist	10.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	23.82
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	16.39
23050 - Aircraft, Painter	18.67
23060 - Aircraft Servicer	19.25
23080 - Aircraft Worker	20.78
23110 - Appliance Mechanic	16.14

23120 - Bicycle Repairer	11. 33
23125 - Cable Splicer	21. 87
23130 - Carpenter, Maintenance	15. 73
23140 - Carpet Layer	14. 64
23160 - Electrician, Maintenance	18. 27
23181 - Electronics Technician Maintenance I	19. 57
23182 - Electronics Technician Maintenance II	21. 02
23183 - Electronics Technician Maintenance III	22. 67
23260 - Fabric Worker	13. 46
23290 - Fire Alarm System Mechanic	16. 62
23310 - Fire Extinguisher Repairer	12. 26
23311 - Fuel Distribution System Mechanic	19. 79
23312 - Fuel Distribution System Operator	15. 20
23370 - General Maintenance Worker	14. 64
23380 - Ground Support Equipment Mechanic	23. 82
23381 - Ground Support Equipment Servicer	19. 25
23382 - Ground Support Equipment Worker	20. 78
23391 - Gunsmith I	12. 26
23392 - Gunsmith II	14. 64
23393 - Gunsmith III	16. 96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16. 12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17. 24
23430 - Heavy Equipment Mechanic	17. 80
23440 - Heavy Equipment Operator	16. 96
23460 - Instrument Mechanic	18. 50
23465 - Laboratory/Shelter Mechanic	15. 73
23470 - Laborer	9. 14
23510 - Locksmith	15. 73
23530 - Machinery Maintenance Mechanic	16. 96
23550 - Machinist, Maintenance	16. 31
23580 - Maintenance Trades Helper	11. 27
23591 - Metrology Technician I	18. 50
23592 - Metrology Technician II	19. 66
23593 - Metrology Technician III	20. 93
23640 - Millwright	17. 46
23710 - Office Appliance Repairer	15. 62
23760 - Painter, Maintenance	14. 67
23790 - Pipefitter, Maintenance	17. 63
23810 - Plumber, Maintenance	16. 55
23820 - Pneudraulic Systems Mechanic	16. 96
23850 - Rigger	16. 96
23870 - Scale Mechanic	14. 64
23890 - Sheet-Metal Worker, Maintenance	15. 63
23910 - Small Engine Mechanic	14. 64
23931 - Telecommunications Mechanic I	21. 99
23932 - Telecommunications Mechanic II	23. 51
23950 - Telephone Lineman	19. 48
23960 - Welder, Combination, Maintenance	16. 96

23965 - Well Driller	16.96
23970 - Woodcraft Worker	16.96
23980 - Woodworker	12.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	11.01
24630 - Homemaker	12.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.71
25040 - Sewage Plant Operator	17.19
25070 - Stationary Engineer	18.43
25190 - Ventilation Equipment Tender	12.83
25210 - Water Treatment Plant Operator	17.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.20
27007 - Baggage Inspector	10.38
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	10.38
27102 - Guard II	14.84
27131 - Police Officer I	21.41
27132 - Police Officer II	23.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equipment Worker	8.45
28210 - Gate Attendant/Gate Tender	13.37
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.96
28510 - Recreation Aide/Health Facility Attendant	10.92
28515 - Recreation Specialist	14.10
28630 - Sports Official	11.92
28690 - Swimming Pool Operator	16.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.06
29020 - Hatch Tender	17.06
29030 - Line Handler	17.06
29041 - Stevedore I	15.68
29042 - Stevedore II	18.98
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	18.13

30022 - Archeological Technician II	20. 27
30023 - Archeological Technician III	25. 11
30030 - Cartographic Technician	25. 12
30040 - Civil Engineering Technician	19. 04
30061 - Drafter/CAD Operator I	15. 03
30062 - Drafter/CAD Operator II	16. 81
30063 - Drafter/CAD Operator III	19. 99
30064 - Drafter/CAD Operator IV	26. 25
30081 - Engineering Technician I	15. 71
30082 - Engineering Technician II	17. 63
30083 - Engineering Technician III	20. 27
30084 - Engineering Technician IV	24. 96
30085 - Engineering Technician V	29. 90
30086 - Engineering Technician VI	36. 17
30090 - Environmental Technician	19. 33
30210 - Laboratory Technician	19. 91
30240 - Mathematical Technician	24. 90
30361 - Paralegal/Legal Assistant I	16. 54
30362 - Paralegal/Legal Assistant II	20. 49
30363 - Paralegal/Legal Assistant III	25. 07
30364 - Paralegal/Legal Assistant IV	30. 33
30390 - Photo-Optics Technician	22. 90
30461 - Technical Writer I	26. 05
30462 - Technical Writer II	31. 87
30463 - Technical Writer III	38. 56
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 3) 19. 99
Surface Programs	
30621 - Weather Observer, Senior	(see 3) 20. 83
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9. 98
31030 - Bus Driver	15. 52
31043 - Driver Courier	11. 32
31260 - Parking and Lot Attendant	7. 85
31290 - Shuttle Bus Driver	12. 39
31310 - Taxi Driver	10. 33
31361 - Truckdriver, Light	12. 39
31362 - Truckdriver, Medium	14. 19
31363 - Truckdriver, Heavy	17. 82
31364 - Truckdriver, Tractor-Trailer	17. 82
99000 - Miscellaneous Occupations	
99030 - Cashier	7. 93
99050 - Desk Clerk	10. 35
99095 - Embalmer	22. 74
99251 - Laboratory Animal Caretaker I	9. 70
99252 - Laboratory Animal Caretaker II	10. 76

99310 - Mortician	22. 69
99410 - Pest Controller	14. 84
99510 - Photofinishing Worker	11. 95
99710 - Recycling Laborer	11. 26
99711 - Recycling Specialist	14. 37
99730 - Refuse Collector	9. 72
99810 - Sales Clerk	10. 14
99820 - School Crossing Guard	8. 48
99830 - Survey Party Chief	17. 09
99831 - Surveying Aide	11. 84
99832 - Surveying Technician	13. 97
99840 - Vending Machine Attendant	9. 87
99841 - Vending Machine Repairer	12. 54
99842 - Vending Machine Repairer Helper	9. 87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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.