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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
Director Wage Determinations

Wage Determination No.: 2005-2215
Revision No.: 18
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.

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

12.69

01012 - Accounting Clerk II

15.89

01013 - Accounting Clerk III

17.75

01020 - Administrative Assistant

19.09

01040 - Court Reporter

22.72

01051 - Data Entry Operator I

13.80

01052 - Data Entry Operator II
15.07
01060 - Dispatcher, Motor Vehicle
16.19
01070 - Document Preparation Clerk
14.46
01090 - Duplicating Machine Operator
14.47
01111 - General Clerk I
11.59
01112 - General Clerk II
12.65
01113 - General Clerk III
14.20
01120 - Housing Referral Assistant
16.15
01141 - Messenger Courier
12.43
01191 - Order Clerk I
12.48
01192 - Order Clerk II
13.62
01261 - Personnel Assistant (Employment) I
14.14
01262 - Personnel Assistant (Employment) II
15.81
01263 - Personnel Assistant (Employment) III
17.85
01270 - Production Control Clerk
20.84
01280 - Receptionist
10.96
01290 - Rental Clerk
13.83
01300 - Scheduler, Maintenance
12.55
01311 - Secretary I
12.55
01312 - Secretary II
14.04
01313 - Secretary III
16.15
01320 - Service Order Dispatcher
14.01
01410 - Supply Technician
19.09
01420 - Survey Worker
13.37
01531 - Travel Clerk I
12.58
01532 - Travel Clerk II
13.25
01533 - Travel Clerk III
14.27
01611 - Word Processor I
11.87

01612 - Word Processor II
13.24
01613 - Word Processor III
14.74
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
20.95
05010 - Automotive Electrician
19.91
05040 - Automotive Glass Installer
19.06
05070 - Automotive Worker
19.06
05110 - Mobile Equipment Servicer
16.98
05130 - Motor Equipment Metal Mechanic
20.95
05160 - Motor Equipment Metal Worker
19.06
05190 - Motor Vehicle Mechanic
21.18
05220 - Motor Vehicle Mechanic Helper
15.92
05250 - Motor Vehicle Upholstery Worker
18.02
05280 - Motor Vehicle Wrecker
19.06
05310 - Painter, Automotive
19.91
05340 - Radiator Repair Specialist
19.06
05370 - Tire Repairer
15.62
05400 - Transmission Repair Specialist
20.95
07000 - Food Preparation And Service Occupations
07010 - Baker
11.71
07041 - Cook I
10.46
07042 - Cook II
11.75
07070 - Dishwasher
7.66
07130 - Food Service Worker
8.12
07210 - Meat Cutter
13.67
07260 - Waiter/Waitress
8.14
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
19.62
09040 - Furniture Handler
13.76
09080 - Furniture Refinisher
19.62

09090 - Furniture Refinisher Helper
15.66
09110 - Furniture Repairer, Minor
17.54
09130 - Upholsterer
19.62
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
10.31
11060 - Elevator Operator
10.62
11090 - Gardener
11.43
11122 - Housekeeping Aide
10.62
11150 - Janitor
10.62
11210 - Laborer, Grounds Maintenance
10.55
11240 - Maid or Houseman
8.83
11260 - Pruner
9.68
11270 - Tractor Operator
11.39
11330 - Trail Maintenance Worker
10.55
11360 - Window Cleaner
11.57
12000 - Health Occupations
12010 - Ambulance Driver
16.19
12011 - Breath Alcohol Technician
15.23
12012 - Certified Occupational Therapist Assistant
21.08
12015 - Certified Physical Therapist Assistant
20.99
12020 - Dental Assistant
15.32
12025 - Dental Hygienist
29.85
12030 - EKG Technician
21.59
12035 - Electroneurodiagnostic Technologist
21.59
12040 - Emergency Medical Technician
16.19
12071 - Licensed Practical Nurse I
14.10
12072 - Licensed Practical Nurse II
15.77
12073 - Licensed Practical Nurse III
17.59
12100 - Medical Assistant
12.05

12130 - Medical Laboratory Technician
13.97
12160 - Medical Record Clerk
13.01
12190 - Medical Record Technician
14.89
12195 - Medical Transcriptionist
14.22
12210 - Nuclear Medicine Technologist
32.84
12221 - Nursing Assistant I
9.71
12222 - Nursing Assistant II
10.92
12223 - Nursing Assistant III
11.92
12224 - Nursing Assistant IV
13.37
12235 - Optical Dispenser
13.59
12236 - Optical Technician
13.86
12250 - Pharmacy Technician
14.75
12280 - Phlebotomist
13.37
12305 - Radiologic Technologist
20.92
12311 - Registered Nurse I
20.98
12312 - Registered Nurse II
25.67
12313 - Registered Nurse II, Specialist
25.67
12314 - Registered Nurse III
31.05
12315 - Registered Nurse III, Anesthetist
31.05
12316 - Registered Nurse IV
37.22
12317 - Scheduler (Drug and Alcohol Testing)
19.54
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
17.44
13012 - Exhibits Specialist II
21.59
13013 - Exhibits Specialist III
26.42
13041 - Illustrator I
17.44
13042 - Illustrator II
21.59
13043 - Illustrator III
26.42
13047 - Librarian
23.91

13050 - Library Aide/Clerk
 12.63
 13054 - Library Information Technology Systems
 19.64
 Administrator
 13058 - Library Technician
 14.40
 13061 - Media Specialist I
 16.19
 13062 - Media Specialist II
 18.05
 13063 - Media Specialist III
 20.13
 13071 - Photographer I
 13.75
 13072 - Photographer II
 16.29
 13073 - Photographer III
 20.16
 13074 - Photographer IV
 24.59
 13075 - Photographer V
 29.83
 13110 - Video Teleconference Technician
 15.59
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 17.92
 14042 - Computer Operator II
 18.33
 14043 - Computer Operator III
 21.46
 14044 - Computer Operator IV
 23.01
 14045 - Computer Operator V
 25.46
 14071 - Computer Programmer I
 22.75
 14072 - Computer Programmer II
 25.78
 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
 17.92
 14160 - Personal Computer Support Technician
 24.04
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 28.83
 15020 - Aircrew Training Devices Instructor (Rated)
 34.88
 15030 - Air Crew Training Devices Instructor (Pilot)
 40.05

15050 - Computer Based Training Specialist / Instructor
28.83
15060 - Educational Technologist
26.09
15070 - Flight Instructor (Pilot)
40.05
15080 - Graphic Artist
21.75
15090 - Technical Instructor
17.81
15095 - Technical Instructor/Course Developer
21.79
15110 - Test Proctor
14.37
15120 - Tutor
14.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
8.85
16030 - Counter Attendant
8.85
16040 - Dry Cleaner
11.22
16070 - Finisher, Flatwork, Machine
8.85
16090 - Presser, Hand
8.85
16110 - Presser, Machine, Drycleaning
8.85
16130 - Presser, Machine, Shirts
8.85
16160 - Presser, Machine, Wearing Apparel, Laundry
8.85
16190 - Sewing Machine Operator
11.96
16220 - Tailor
12.71
16250 - Washer, Machine
9.61
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
22.95
19040 - Tool And Die Maker
29.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
15.06
21030 - Material Coordinator
21.09
21040 - Material Expediter
21.09
21050 - Material Handling Laborer
11.21
21071 - Order Filler
12.00
21080 - Production Line Worker (Food Processing)
15.06

21110 - Shipping Packer
16.54
21130 - Shipping/Receiving Clerk
16.54
21140 - Store Worker I
14.77
21150 - Stock Clerk
18.92
21210 - Tools And Parts Attendant
15.06
21410 - Warehouse Specialist
15.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
25.92
23021 - Aircraft Mechanic I
24.68
23022 - Aircraft Mechanic II
25.92
23023 - Aircraft Mechanic III
27.21
23040 - Aircraft Mechanic Helper
18.46
23050 - Aircraft, Painter
22.94
23060 - Aircraft Servicer
20.90
23080 - Aircraft Worker
22.11
23110 - Appliance Mechanic
19.62
23120 - Bicycle Repairer
15.62
23125 - Cable Splicer
24.49
23130 - Carpenter, Maintenance
19.62
23140 - Carpet Layer
18.15
23160 - Electrician, Maintenance
21.21
23181 - Electronics Technician Maintenance I
24.31
23182 - Electronics Technician Maintenance II
25.52
23183 - Electronics Technician Maintenance III
30.71
23260 - Fabric Worker
17.67
23290 - Fire Alarm System Mechanic
19.95
23310 - Fire Extinguisher Repairer
16.71
23311 - Fuel Distribution System Mechanic
21.21
23312 - Fuel Distribution System Operator
17.45

23370 - General Maintenance Worker
18.69
23380 - Ground Support Equipment Mechanic
24.68
23381 - Ground Support Equipment Servicer
20.90
23382 - Ground Support Equipment Worker
22.11
23391 - Gunsmith I
16.71
23392 - Gunsmith II
18.69
23393 - Gunsmith III
20.58
23410 - Heating, Ventilation And Air-Conditioning
20.58
Mechanic
23411 - Heating, Ventilation And Air Contditioning
21.53
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
20.67
23440 - Heavy Equipment Operator
20.58
23460 - Instrument Mechanic
21.96
23465 - Laboratory/Shelter Mechanic
19.62
23470 - Laborer
11.21
23510 - Locksmith
20.86
23530 - Machinery Maintenance Mechanic
21.70
23550 - Machinist, Maintenance
20.58
23580 - Maintenance Trades Helper
15.77
23591 - Metrology Technician I
21.96
23592 - Metrology Technician II
23.03
23593 - Metrology Technician III
24.00
23640 - Millwright
20.58
23710 - Office Appliance Repairer
19.00
23760 - Painter, Maintenance
18.96
23790 - Pipefitter, Maintenance
22.34
23810 - Plumber, Maintenance
21.22
23820 - Pneudraulic Systems Mechanic
20.58

23850 - Rigger
20.58
23870 - Scale Mechanic
18.69
23890 - Sheet-Metal Worker, Maintenance
21.95
23910 - Small Engine Mechanic
18.69
23931 - Telecommunications Mechanic I
23.82
23932 - Telecommunications Mechanic II
24.92
23950 - Telephone Lineman
23.77
23960 - Welder, Combination, Maintenance
19.95
23965 - Well Driller
20.58
23970 - Woodcraft Worker
20.58
23980 - Woodworker
16.71
24000 - Personal Needs Occupations
24570 - Child Care Attendant
10.20
24580 - Child Care Center Clerk
12.75
24610 - Chore Aide
10.01
24620 - Family Readiness And Support Services
12.73
Coordinator
24630 - Homemaker
16.25
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
22.93
25040 - Sewage Plant Operator
23.96
25070 - Stationary Engineer
25.22
25190 - Ventilation Equipment Tender
16.68
25210 - Water Treatment Plant Operator
20.86
27000 - Protective Service Occupations
27004 - Alarm Monitor
16.74
27007 - Baggage Inspector
12.36
27008 - Corrections Officer
15.13
27010 - Court Security Officer
16.04
27030 - Detection Dog Handler
17.18

27040 - Detention Officer
15.13
27070 - Firefighter
17.61
27101 - Guard I
12.36
27102 - Guard II
17.18
27131 - Police Officer I
18.17
27132 - Police Officer II
20.19
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
11.43
28042 - Carnival Equipment Repairer
12.08
28043 - Carnival Equipment Worker
9.29
28210 - Gate Attendant/Gate Tender
14.32
28310 - Lifeguard
10.82
28350 - Park Attendant (Aide)
16.01
28510 - Recreation Aide/Health Facility Attendant
11.69
28515 - Recreation Specialist
19.85
28630 - Sports Official
12.76
28690 - Swimming Pool Operator
15.81
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
18.69
29020 - Hatch Tender
18.69
29030 - Line Handler
18.69
29041 - Stevedore I
16.97
29042 - Stevedore II
19.62
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
25.90
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
27.16
30021 - Archeological Technician I
17.30
30022 - Archeological Technician II
18.10
30023 - Archeological Technician III
22.43

30030 - Cartographic Technician
22.43
30040 - Civil Engineering Technician
19.66
30061 - Drafter/CAD Operator I
16.18
30062 - Drafter/CAD Operator II
18.10
30063 - Drafter/CAD Operator III
20.18
30064 - Drafter/CAD Operator IV
24.83
30081 - Engineering Technician I
16.25
30082 - Engineering Technician II
18.25
30083 - Engineering Technician III
22.54
30084 - Engineering Technician IV
24.66
30085 - Engineering Technician V
33.08
30086 - Engineering Technician VI (see 3)
40.00
30090 - Environmental Technician
22.43
30210 - Laboratory Technician
20.33
30240 - Mathematical Technician
23.48
30361 - Paralegal/Legal Assistant I
18.18
30362 - Paralegal/Legal Assistant II
23.48
30363 - Paralegal/Legal Assistant III
28.72
30364 - Paralegal/Legal Assistant IV
33.95
30390 - Photo-Optics Technician
23.48
30461 - Technical Writer I
20.98
30462 - Technical Writer II
25.67
30463 - Technical Writer III
31.05
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
23.01
30495 - Unexploded (UXO) Sweep Personnel
23.00

30620 - Weather Observer, Combined Upper Air Or
20.18
Surface Programs
30621 - Weather Observer, Senior
22.43
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide
10.85
31030 - Bus Driver
13.88
31043 - Driver Courier
11.90
31260 - Parking and Lot Attendant
9.19
31290 - Shuttle Bus Driver
12.61
31310 - Taxi Driver
9.48
31361 - Truckdriver, Light
12.61
31362 - Truckdriver, Medium
12.87
31363 - Truckdriver, Heavy
18.13
31364 - Truckdriver, Tractor-Trailer
18.13
99000 - Miscellaneous Occupations
99030 - Cashier
8.25
99050 - Desk Clerk
9.27
99095 - Embalmer
24.91
99251 - Laboratory Animal Caretaker I
8.96
99252 - Laboratory Animal Caretaker II
9.49
99310 - Mortician
24.91
99410 - Pest Controller
18.68
99510 - Photofinishing Worker
11.95
99710 - Recycling Laborer
15.15
99711 - Recycling Specialist
17.51
99730 - Refuse Collector
12.75
99810 - Sales Clerk
11.90
99820 - School Crossing Guard
10.33
99830 - Survey Party Chief
20.22
99831 - Surveying Aide
12.47

99832 - Surveying Technician
17.11
99840 - Vending Machine Attendant
13.31
99841 - Vending Machine Repairer
15.81
99842 - Vending Machine Repairer Helper
13.31

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 10 years, and 4 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).

3) Does not apply to employees employed in a bona fide executive, administrative,

or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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.