

# ATTACHMENT 1 - WAGE DETERMINATIONS

WD 05-2113 (Rev.-18) was first posted on [www.wdol.gov](http://www.wdol.gov) on 01/05/2016

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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.: 2005-2113  
Revision No.: 18  
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. 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).

State: Florida

Area: Florida Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake, Levy, Marion, Sumter, Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		13.42
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		17.80
01020 - Administrative Assistant		18.03
01040 - Court Reporter		14.78
01051 - Data Entry Operator I		11.46
01052 - Data Entry Operator II		12.51
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.15
01111 - General Clerk I		11.33
01112 - General Clerk II		12.36
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		16.29
01141 - Messenger Courier		11.03
01191 - Order Clerk I		12.04
01192 - Order Clerk II		13.14
01261 - Personnel Assistant (Employment) I		13.67
01262 - Personnel Assistant (Employment) II		15.29
01263 - Personnel Assistant (Employment) III		17.05
01270 - Production Control Clerk		17.01
01280 - Receptionist		11.59
01290 - Rental Clerk		10.86
01300 - Scheduler, Maintenance		12.97
01311 - Secretary I		12.97
01312 - Secretary II		14.78
01313 - Secretary III		16.29
01320 - Service Order Dispatcher		13.44
<b>01410 - Supply Technician</b>		<b>18.03</b>

01420 - Survey Worker	14.78
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.45
01533 - Travel Clerk III	14.49
01611 - Word Processor I	12.19
01612 - Word Processor II	13.68
01613 - Word Processor III	15.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.13
05010 - Automotive Electrician	16.92
05040 - Automotive Glass Installer	14.59
05070 - Automotive Worker	14.98
05110 - Mobile Equipment Servicer	12.16
05130 - Motor Equipment Metal Mechanic	16.92
05160 - Motor Equipment Metal Worker	14.98
05190 - Motor Vehicle Mechanic	16.92
05220 - Motor Vehicle Mechanic Helper	12.02
05250 - Motor Vehicle Upholstery Worker	14.98
05280 - Motor Vehicle Wrecker	14.98
05310 - Painter, Automotive	15.96
05340 - Radiator Repair Specialist	14.98
05370 - Tire Repairer	9.52
05400 - Transmission Repair Specialist	16.92
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.46
07041 - Cook I	10.48
07042 - Cook II	12.16
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.82
07210 - Meat Cutter	12.98
07260 - Waiter/Waitress	9.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.97
09040 - Furniture Handler	9.38
09080 - Furniture Refinisher	13.97
09090 - Furniture Refinisher Helper	9.38
09110 - Furniture Repairer, Minor	12.06
09130 - Upholsterer	13.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.88
11060 - Elevator Operator	9.88
11090 - Gardener	14.48
11122 - Housekeeping Aide	10.02
11150 - Janitor	10.02
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.36
11260 - Pruner	9.87
11270 - Tractor Operator	13.33
11330 - Trail Maintenance Worker	11.12
11360 - Window Cleaner	11.29
12000 - Health Occupations	
12010 - Ambulance Driver	14.26
12011 - Breath Alcohol Technician	15.04
12012 - Certified Occupational Therapist Assistant	22.51
12015 - Certified Physical Therapist Assistant	20.96
12020 - Dental Assistant	17.01
12025 - Dental Hygienist	20.52
12030 - EKG Technician	20.75
12035 - Electroneurodiagnostic Technologist	20.75
12040 - Emergency Medical Technician	14.26
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38

12100 - Medical Assistant	12.90
12130 - Medical Laboratory Technician	18.02
12160 - Medical Record Clerk	14.30
12190 - Medical Record Technician	17.01
12195 - Medical Transcriptionist	12.93
12210 - Nuclear Medicine Technologist	33.17
12221 - Nursing Assistant I	9.83
12222 - Nursing Assistant II	11.06
12223 - Nursing Assistant III	12.07
12224 - Nursing Assistant IV	13.54
12235 - Optical Dispenser	17.38
12236 - Optical Technician	15.53
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.54
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	19.98
12312 - Registered Nurse II	24.44
12313 - Registered Nurse II, Specialist	24.44
12314 - Registered Nurse III	29.57
12315 - Registered Nurse III, Anesthetist	29.57
12316 - Registered Nurse IV	35.43
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.34
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	29.31
13041 - Illustrator I	17.56
13042 - Illustrator II	21.97
13043 - Illustrator III	27.74
13047 - Librarian	26.53
13050 - Library Aide/Clerk	13.46
13054 - Library Information Technology Systems Administrator	22.14
13058 - Library Technician	14.87
13061 - Media Specialist I	13.10
13062 - Media Specialist II	14.87
13063 - Media Specialist III	16.58
13071 - Photographer I	12.81
13072 - Photographer II	15.03
13073 - Photographer III	18.61
13074 - Photographer IV	22.76
13075 - Photographer V	27.54
13110 - Video Teleconference Technician	15.01
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.52
14042 - Computer Operator II	16.48
14043 - Computer Operator III	18.70
14044 - Computer Operator IV	20.77
14045 - Computer Operator V	23.01
14071 - Computer Programmer I	(see 1) 17.10
14072 - Computer Programmer II	(see 1) 21.19
14073 - Computer Programmer III	(see 1) 25.92
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 24.10
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.52
14160 - Personal Computer Support Technician	20.77
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	21.76
15020 - Aircrew Training Devices Instructor (Rated)	26.33
15030 - Air Crew Training Devices Instructor (Pilot)	30.98
15050 - Computer Based Training Specialist / Instructor	21.76

15060 - Educational Technologist	23.72
15070 - Flight Instructor (Pilot)	30.98
15080 - Graphic Artist	17.91
15090 - Technical Instructor	17.86
15095 - Technical Instructor/Course Developer	21.85
15110 - Test Proctor	14.41
15120 - Tutor	14.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.67
16030 - Counter Attendant	8.67
16040 - Dry Cleaner	11.05
16070 - Finisher, Flatwork, Machine	8.67
16090 - Presser, Hand	8.67
16110 - Presser, Machine, Drycleaning	8.67
16130 - Presser, Machine, Shirts	8.67
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.79
16220 - Tailor	12.51
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.89
19040 - Tool And Die Maker	20.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.22
21030 - Material Coordinator	17.01
21040 - Material Expediter	17.01
21050 - Material Handling Laborer	11.64
21071 - Order Filler	10.60
21080 - Production Line Worker (Food Processing)	13.22
21110 - Shipping Packer	10.99
21130 - Shipping/Receiving Clerk	10.99
21140 - Store Worker I	9.85
21150 - Stock Clerk	14.02
21210 - Tools And Parts Attendant	13.22
21410 - Warehouse Specialist	13.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.40
23021 - Aircraft Mechanic I	16.93
23022 - Aircraft Mechanic II	17.95
23023 - Aircraft Mechanic III	19.00
23040 - Aircraft Mechanic Helper	11.76
23050 - Aircraft, Painter	16.69
23060 - Aircraft Servicer	13.83
23080 - Aircraft Worker	14.86
23110 - Appliance Mechanic	18.63
23120 - Bicycle Repairer	8.90
23125 - Cable Splicer	18.51
23130 - Carpenter, Maintenance	15.93
23140 - Carpet Layer	14.84
23160 - Electrician, Maintenance	16.93
23181 - Electronics Technician Maintenance I	17.37
23182 - Electronics Technician Maintenance II	21.14
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.83
23290 - Fire Alarm System Mechanic	15.19
23310 - Fire Extinguisher Repairer	12.79
23311 - Fuel Distribution System Mechanic	16.41
23312 - Fuel Distribution System Operator	12.52
23370 - General Maintenance Worker	14.32
23380 - Ground Support Equipment Mechanic	16.93
23381 - Ground Support Equipment Servicer	13.83
23382 - Ground Support Equipment Worker	14.86
23391 - Gunsmith I	12.79

23392 - Gunsmith II	14.84
23393 - Gunsmith III	16.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.42
23430 - Heavy Equipment Mechanic	16.87
23440 - Heavy Equipment Operator	14.44
23460 - Instrument Mechanic	16.93
23465 - Laboratory/Shelter Mechanic	15.89
23470 - Laborer	11.64
23510 - Locksmith	15.84
23530 - Machinery Maintenance Mechanic	18.65
23550 - Machinist, Maintenance	17.13
23580 - Maintenance Trades Helper	10.35
23591 - Metrology Technician I	16.93
23592 - Metrology Technician II	17.95
23593 - Metrology Technician III	19.00
23640 - Millwright	16.93
23710 - Office Appliance Repairer	16.45
23760 - Painter, Maintenance	14.45
23790 - Pipefitter, Maintenance	16.12
23810 - Plumber, Maintenance	15.21
23820 - Pneudraulic Systems Mechanic	16.93
23850 - Rigger	16.93
23870 - Scale Mechanic	14.84
23890 - Sheet-Metal Worker, Maintenance	15.76
23910 - Small Engine Mechanic	14.58
23931 - Telecommunications Mechanic I	18.70
23932 - Telecommunications Mechanic II	19.84
23950 - Telephone Lineman	19.10
23960 - Welder, Combination, Maintenance	14.83
23965 - Well Driller	16.93
23970 - Woodcraft Worker	16.93
23980 - Woodworker	12.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.55
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	10.40
24620 - Family Readiness And Support Services Coordinator	13.27
24630 - Homemaker	14.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	19.12
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	19.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.87
27007 - Baggage Inspector	11.99
27008 - Corrections Officer	17.13
27010 - Court Security Officer	17.13
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.13
27070 - Firefighter	17.20
27101 - Guard I	11.99
27102 - Guard II	13.87
27131 - Police Officer I	18.01
27132 - Police Officer II	19.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.55

28043 - Carnival Equipment Worker	9.25
28210 - Gate Attendant/Gate Tender	13.25
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.82
28510 - Recreation Aide/Health Facility Attendant	10.82
28515 - Recreation Specialist	14.17
28630 - Sports Official	11.81
28690 - Swimming Pool Operator	15.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	14.86
29020 - Hatch Tender	14.84
29030 - Line Handler	14.84
29041 - Stevedore I	13.83
29042 - Stevedore II	16.15
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	16.94
30022 - Archeological Technician II	18.54
30023 - Archeological Technician III	23.67
30030 - Cartographic Technician	23.67
30040 - Civil Engineering Technician	20.97
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.30
30064 - Drafter/CAD Operator IV	26.18
30081 - Engineering Technician I	14.12
30082 - Engineering Technician II	15.85
30083 - Engineering Technician III	18.18
30084 - Engineering Technician IV	22.52
30085 - Engineering Technician V	27.55
30086 - Engineering Technician VI	33.33
30090 - Environmental Technician	19.24
30210 - Laboratory Technician	17.67
30240 - Mathematical Technician	23.18
30361 - Paralegal/Legal Assistant I	15.94
30362 - Paralegal/Legal Assistant II	18.83
30363 - Paralegal/Legal Assistant III	23.03
30364 - Paralegal/Legal Assistant IV	27.87
30390 - Photo-Optics Technician	23.67
30461 - Technical Writer I	16.84
30462 - Technical Writer II	20.60
30463 - Technical Writer III	24.92
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 Surface Programs	(see 2) 21.30
30621 - Weather Observer, Senior	(see 2) 23.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.69
31030 - Bus Driver	14.09
31043 - Driver Courier	12.25
31260 - Parking and Lot Attendant	9.48
31290 - Shuttle Bus Driver	13.03
31310 - Taxi Driver	10.91
31361 - Truckdriver, Light	13.03
31362 - Truckdriver, Medium	14.09
31363 - Truckdriver, Heavy	15.69
31364 - Truckdriver, Tractor-Trailer	15.69

99000 - Miscellaneous Occupations	
99030 - Cashier	8.53
99050 - Desk Clerk	9.20
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	9.27
99252 - Laboratory Animal Caretaker II	9.73
99310 - Mortician	22.74
99410 - Pest Controller	12.99
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.18
99711 - Recycling Specialist	15.41
99730 - Refuse Collector	10.65
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	10.51
99830 - Survey Party Chief	18.83
99831 - Surveying Aide	11.70
99832 - Surveying Technician	16.03
99840 - Vending Machine Attendant	13.62
99841 - Vending Machine Repairer	18.85
99842 - Vending Machine Repairer Helper	13.62

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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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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) 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)

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 ordinance, 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.