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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

		Wage Determination No.: 2015-5197
Daniel W. Simms	Division of	Revision No.: 2
Director	Wage Determinations	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.

State: Louisiana

Area: Louisiana Parishes of Allen, Avoyelles, Beauregard, Evangeline, La Salle, Natchitoches, Sabine, Vernon, Winn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.41
01012 - Accounting Clerk II		14.79
01013 - Accounting Clerk III		16.55
01020 - Administrative Assistant		16.21
01035 - Court Reporter		12.81
01041 - Customer Service Representative I		10.70
01042 - Customer Service Representative II		12.04
01043 - Customer Service Representative III		13.14
01051 - Data Entry Operator I		11.33
01052 - Data Entry Operator II		12.51
01060 - Dispatcher, Motor Vehicle		15.49
01070 - Document Preparation Clerk		10.20
01090 - Duplicating Machine Operator		10.20
01111 - General Clerk I		11.11
01112 - General Clerk II		12.12
01113 - General Clerk III		13.61
01120 - Housing Referral Assistant		14.59
01141 - Messenger Courier		8.31
01191 - Order Clerk I		12.22
01192 - Order Clerk II		13.34
01261 - Personnel Assistant (Employment) I		13.78
01262 - Personnel Assistant (Employment) II		15.43
01263 - Personnel Assistant (Employment) III		17.69
01270 - Production Control Clerk		22.69
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		11.45
01311 - Secretary I		11.45
01312 - Secretary II		12.81

01313 - Secretary III	14.59
01320 - Service Order Dispatcher	18.30
01410 - Supply Technician	16.21
01420 - Survey Worker	12.55
01460 - Switchboard Operator/Receptionist	10.33
01531 - Travel Clerk I	11.27
01532 - Travel Clerk II	12.32
01533 - Travel Clerk III	13.28
01611 - Word Processor I	11.02
01612 - Word Processor II	12.43
01613 - Word Processor III	13.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.10
05010 - Automotive Electrician	17.86
05040 - Automotive Glass Installer	16.72
05070 - Automotive Worker	16.72
05110 - Mobile Equipment Servicer	14.63
05130 - Motor Equipment Metal Mechanic	19.00
05160 - Motor Equipment Metal Worker	17.23
05190 - Motor Vehicle Mechanic	19.00
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.72
05310 - Painter, Automotive	17.86
05340 - Radiator Repair Specialist	16.72
05370 - Tire Repairer	10.79
05400 - Transmission Repair Specialist	19.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	9.57
07042 - Cook II	11.64
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.34
07210 - Meat Cutter	12.42
07260 - Waiter/Waitress	8.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.16
09040 - Furniture Handler	10.77
09080 - Furniture Refinisher	15.16
09090 - Furniture Refinisher Helper	11.29
09110 - Furniture Repairer, Minor	13.39
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.56
11060 - Elevator Operator	8.56
11090 - Gardener	11.66
11122 - Housekeeping Aide	9.03
11150 - Janitor	9.03
11210 - Laborer, Grounds Maintenance	9.55
11240 - Maid or Houseman	8.14
11260 - Pruner	8.27
11270 - Tractor Operator	10.79
11330 - Trail Maintenance Worker	9.55
11360 - Window Cleaner	10.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.23
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	23.30
12015 - Certified Physical Therapist Assistant	21.27
12020 - Dental Assistant	13.59
12025 - Dental Hygienist	32.85

12030 - EKG Technician	24.90
12035 - Electroneurodiagnostic Technologist	24.90
12040 - Emergency Medical Technician	16.23
12071 - Licensed Practical Nurse I	15.18
12072 - Licensed Practical Nurse II	16.99
12073 - Licensed Practical Nurse III	18.93
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	16.32
12160 - Medical Record Clerk	14.18
12190 - Medical Record Technician	15.87
12195 - Medical Transcriptionist	13.45
12210 - Nuclear Medicine Technologist	34.07
12221 - Nursing Assistant I	9.49
12222 - Nursing Assistant II	10.67
12223 - Nursing Assistant III	11.64
12224 - Nursing Assistant IV	13.07
12235 - Optical Dispenser	16.49
12236 - Optical Technician	15.18
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.07
12305 - Radiologic Technologist	22.06
12311 - Registered Nurse I	22.21
12312 - Registered Nurse II	27.17
12313 - Registered Nurse II, Specialist	27.17
12314 - Registered Nurse III	32.88
12315 - Registered Nurse III, Anesthetist	32.88
12316 - Registered Nurse IV	39.40
12317 - Scheduler (Drug and Alcohol Testing)	20.57
12320 - Substance Abuse Treatment Counselor	21.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.66
13012 - Exhibits Specialist II	19.40
13013 - Exhibits Specialist III	23.74
13041 - Illustrator I	15.66
13042 - Illustrator II	19.40
13043 - Illustrator III	23.74
13047 - Librarian	21.49
13050 - Library Aide/Clerk	12.47
13054 - Library Information Technology Systems Administrator	19.40
13058 - Library Technician	14.24
13061 - Media Specialist I	14.00
13062 - Media Specialist II	15.66
13063 - Media Specialist III	17.47
13071 - Photographer I	13.87
13072 - Photographer II	16.43
13073 - Photographer III	20.35
13074 - Photographer IV	23.69
13075 - Photographer V	28.67
13090 - Technical Order Library Clerk	16.43
13110 - Video Teleconference Technician	14.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.71
14042 - Computer Operator II	16.45
14043 - Computer Operator III	19.02
14044 - Computer Operator IV	21.11
14045 - Computer Operator V	23.44
14071 - Computer Programmer I	(see 1) 20.16
14072 - Computer Programmer II	(see 1) 26.93
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.71
14160 - Personal Computer Support Technician		21.11
14170 - System Support Specialist		21.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.34
15020 - Aircrew Training Devices Instructor (Rated)		35.50
15030 - Air Crew Training Devices Instructor (Pilot)		40.55
15050 - Computer Based Training Specialist / Instructor		29.34
15060 - Educational Technologist		23.63
15070 - Flight Instructor (Pilot)		40.55
15080 - Graphic Artist		19.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.55
15086 - Maintenance Test Pilot, Rotary Wing		40.55
15088 - Non-Maintenance Test/Co-Pilot		40.55
15090 - Technical Instructor		15.97
15095 - Technical Instructor/Course Developer		19.53
15110 - Test Proctor		13.81
15120 - Tutor		13.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.26
16030 - Counter Attendant		8.26
16040 - Dry Cleaner		9.81
16070 - Finisher, Flatwork, Machine		8.26
16090 - Presser, Hand		8.26
16110 - Presser, Machine, Drycleaning		8.26
16130 - Presser, Machine, Shirts		8.26
16160 - Presser, Machine, Wearing Apparel, Laundry		8.26
16190 - Sewing Machine Operator		10.38
16220 - Tailor		10.95
16250 - Washer, Machine		8.69
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.18
19040 - Tool And Die Maker		22.74
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.91
21030 - Material Coordinator		19.94
21040 - Material Expediter		19.94
21050 - Material Handling Laborer		9.98
21071 - Order Filler		10.22
21080 - Production Line Worker (Food Processing)		14.91
21110 - Shipping Packer		16.26
21130 - Shipping/Receiving Clerk		16.26
21140 - Store Worker I		10.81
21150 - Stock Clerk		15.92
21210 - Tools And Parts Attendant		14.91
21410 - Warehouse Specialist		14.91
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.60
23019 - Aircraft Logs and Records Technician		17.34
23021 - Aircraft Mechanic I		22.48
23022 - Aircraft Mechanic II		23.60
23023 - Aircraft Mechanic III		24.79
23040 - Aircraft Mechanic Helper		14.42
23050 - Aircraft, Painter		20.07
23060 - Aircraft Servicer		17.34
23070 - Aircraft Survival Flight Equipment Technician		20.07
23080 - Aircraft Worker		18.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		18.72

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	22.48
II		
23110	- Appliance Mechanic	18.18
23120	- Bicycle Repairer	11.87
23125	- Cable Splicer	21.63
23130	- Carpenter, Maintenance	15.37
23140	- Carpet Layer	16.79
23160	- Electrician, Maintenance	20.63
23181	- Electronics Technician Maintenance I	25.40
23182	- Electronics Technician Maintenance II	27.24
23183	- Electronics Technician Maintenance III	28.96
23260	- Fabric Worker	15.43
23290	- Fire Alarm System Mechanic	19.40
23310	- Fire Extinguisher Repairer	13.96
23311	- Fuel Distribution System Mechanic	19.40
23312	- Fuel Distribution System Operator	15.90
23370	- General Maintenance Worker	14.45
23380	- Ground Support Equipment Mechanic	22.48
23381	- Ground Support Equipment Servicer	17.34
23382	- Ground Support Equipment Worker	18.72
23391	- Gunsmith I	13.96
23392	- Gunsmith II	16.79
23393	- Gunsmith III	19.40
23410	- Heating, Ventilation And Air-Conditioning Mechanic	17.74
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.63
23430	- Heavy Equipment Mechanic	23.01
23440	- Heavy Equipment Operator	16.14
23460	- Instrument Mechanic	19.40
23465	- Laboratory/Shelter Mechanic	18.18
23470	- Laborer	9.98
23510	- Locksmith	18.18
23530	- Machinery Maintenance Mechanic	19.68
23550	- Machinist, Maintenance	20.77
23580	- Maintenance Trades Helper	12.29
23591	- Metrology Technician I	19.40
23592	- Metrology Technician II	20.52
23593	- Metrology Technician III	21.64
23640	- Millwright	19.95
23710	- Office Appliance Repairer	18.18
23760	- Painter, Maintenance	15.37
23790	- Pipefitter, Maintenance	22.63
23810	- Plumber, Maintenance	21.41
23820	- Pneudraulic Systems Mechanic	19.40
23850	- Rigger	19.40
23870	- Scale Mechanic	16.79
23890	- Sheet-Metal Worker, Maintenance	21.34
23910	- Small Engine Mechanic	16.79
23931	- Telecommunications Mechanic I	20.16
23932	- Telecommunications Mechanic II	21.34
23950	- Telephone Lineman	20.16
23960	- Welder, Combination, Maintenance	17.55
23965	- Well Driller	19.40
23970	- Woodcraft Worker	19.40
23980	- Woodworker	15.21
24000	- Personal Needs Occupations	
24550	- Case Manager	15.60
24570	- Child Care Attendant	11.48
24580	- Child Care Center Clerk	13.66

24610 - Chore Aide	8.88
24620 - Family Readiness And Support Services Coordinator	15.60
24630 - Homemaker	15.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.16
25040 - Sewage Plant Operator	17.25
25070 - Stationary Engineer	20.16
25190 - Ventilation Equipment Tender	13.54
25210 - Water Treatment Plant Operator	17.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.01
27007 - Baggage Inspector	10.80
27008 - Corrections Officer	18.05
27010 - Court Security Officer	15.65
27030 - Detection Dog Handler	13.86
27040 - Detention Officer	18.05
27070 - Firefighter	14.63
27101 - Guard I	10.80
27102 - Guard II	13.86
27131 - Police Officer I	14.98
27132 - Police Officer II	16.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.32
28042 - Carnival Equipment Repairer	12.46
28043 - Carnival Worker	8.00
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	15.67
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	14.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.79
29020 - Hatch Tender	16.79
29030 - Line Handler	16.79
29041 - Stevedore I	15.43
29042 - Stevedore II	18.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.71
30021 - Archeological Technician I	16.60
30022 - Archeological Technician II	18.58
30023 - Archeological Technician III	23.02
30030 - Cartographic Technician	23.02
30040 - Civil Engineering Technician	20.83
30051 - Cryogenic Technician I	22.53
30052 - Cryogenic Technician II	24.88
30061 - Drafter/CAD Operator I	16.60
30062 - Drafter/CAD Operator II	18.58
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.48
30081 - Engineering Technician I	13.44
30082 - Engineering Technician II	15.24
30083 - Engineering Technician III	17.04
30084 - Engineering Technician IV	21.11
30085 - Engineering Technician V	25.83
30086 - Engineering Technician VI	31.43
30090 - Environmental Technician	21.11

30095 - Evidence Control Specialist	20.34
30210 - Laboratory Technician	20.71
30221 - Latent Fingerprint Technician I	22.53
30222 - Latent Fingerprint Technician II	24.88
30240 - Mathematical Technician	21.11
30361 - Paralegal/Legal Assistant I	17.37
30362 - Paralegal/Legal Assistant II	21.54
30363 - Paralegal/Legal Assistant III	26.33
30364 - Paralegal/Legal Assistant IV	31.86
30375 - Petroleum Supply Specialist	24.88
30390 - Photo-Optics Technician	23.02
30395 - Radiation Control Technician	24.88
30461 - Technical Writer I	21.11
30462 - Technical Writer II	25.83
30463 - Technical Writer III	31.25
30491 - Unexploded Ordnance (UXO) Technician I	23.19
30492 - Unexploded Ordnance (UXO) Technician II	28.06
30493 - Unexploded Ordnance (UXO) Technician III	33.63
30494 - Unexploded (UXO) Safety Escort	23.19
30495 - Unexploded (UXO) Sweep Personnel	23.19
30501 - Weather Forecaster I	22.53
30502 - Weather Forecaster II	27.40
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.71
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 21.11
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.06
31020 - Bus Aide	11.34
31030 - Bus Driver	15.70
31043 - Driver Courier	13.59
31260 - Parking and Lot Attendant	8.79
31290 - Shuttle Bus Driver	13.87
31310 - Taxi Driver	11.20
31361 - Truckdriver, Light	13.87
31362 - Truckdriver, Medium	15.33
31363 - Truckdriver, Heavy	17.36
31364 - Truckdriver, Tractor-Trailer	17.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.68
99030 - Cashier	8.57
99050 - Desk Clerk	9.24
99095 - Embalmer	22.34
99130 - Flight Follower	23.19
99251 - Laboratory Animal Caretaker I	11.83
99252 - Laboratory Animal Caretaker II	12.94
99260 - Marketing Analyst	21.40
99310 - Mortician	22.34
99410 - Pest Controller	12.62
99510 - Photofinishing Worker	12.19
99710 - Recycling Laborer	12.77
99711 - Recycling Specialist	14.78
99730 - Refuse Collector	11.43
99810 - Sales Clerk	11.67
99820 - School Crossing Guard	12.18
99830 - Survey Party Chief	16.84
99831 - Surveying Aide	10.39
99832 - Surveying Technician	15.31
99840 - Vending Machine Attendant	13.88
99841 - Vending Machine Repairer	16.48
99842 - Vending Machine Repairer Helper	13.88

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 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 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).

**** 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 re-grading 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.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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 the 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 U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 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 Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1)).