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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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2307
Revision No.: 12
Date Of Revision: 06/13/2011

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin,
Johnson, Leavenworth, Linn, Miami, Wyandotte
Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell,
Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry,
Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn,
Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline,
Schuyler, Sullivan, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

13.97

01012 - Accounting Clerk II

15.69

01013 - Accounting Clerk III

17.77

01020 - Administrative Assistant

21.80

01040 - Court Reporter

18.32

01051 - Data Entry Operator I

12.47

01052 - Data Entry Operator II

14.14

01060 - Dispatcher, Motor Vehicle

18.55

01070 - Document Preparation Clerk

14.22

01090 - Duplicating Machine Operator

14.22

01111 - General Clerk I

12.95

01112 - General Clerk II

14.22

01113 - General Clerk III

15.96

01120 - Housing Referral Assistant
20.79
01141 - Messenger Courier
11.41
01191 - Order Clerk I
12.73
01192 - Order Clerk II
15.29
01261 - Personnel Assistant (Employment) I
16.17
01262 - Personnel Assistant (Employment) II
17.97
01263 - Personnel Assistant (Employment) III
20.54
01270 - Production Control Clerk
20.04
01280 - Receptionist
13.87
01290 - Rental Clerk
14.97
01300 - Scheduler, Maintenance
15.96
01311 - Secretary I
15.96
01312 - Secretary II
17.90
01313 - Secretary III
20.79
01320 - Service Order Dispatcher
21.18
01410 - Supply Technician
23.09
01420 - Survey Worker
17.02
01531 - Travel Clerk I
12.96
01532 - Travel Clerk II
14.00
01533 - Travel Clerk III
15.03
01611 - Word Processor I
14.09
01612 - Word Processor II
15.81
01613 - Word Processor III
17.69
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
23.30
05010 - Automotive Electrician
19.32
05040 - Automotive Glass Installer
18.59
05070 - Automotive Worker
18.59
05110 - Mobile Equipment Servicer
16.51

05130 - Motor Equipment Metal Mechanic
20.03
05160 - Motor Equipment Metal Worker
18.59
05190 - Motor Vehicle Mechanic
21.70
05220 - Motor Vehicle Mechanic Helper
15.47
05250 - Motor Vehicle Upholstery Worker
17.54
05280 - Motor Vehicle Wrecker
18.59
05310 - Painter, Automotive
19.32
05340 - Radiator Repair Specialist
18.59
05370 - Tire Repairer
15.18
05400 - Transmission Repair Specialist
20.03
07000 - Food Preparation And Service Occupations
07010 - Baker
14.52
07041 - Cook I
10.88
07042 - Cook II
12.54
07070 - Dishwasher
9.60
07130 - Food Service Worker
10.31
07210 - Meat Cutter
15.48
07260 - Waiter/Waitress
9.27
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
21.23
09040 - Furniture Handler
15.75
09080 - Furniture Refinisher
21.23
09090 - Furniture Refinisher Helper
17.01
09110 - Furniture Repairer, Minor
19.27
09130 - Upholsterer
12.46
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
11.24
11060 - Elevator Operator
12.93
11090 - Gardener
16.01
11122 - Housekeeping Aide
12.93

11150 - Janitor
12.93
11210 - Laborer, Grounds Maintenance
13.34
11240 - Maid or Houseman
10.52
11260 - Pruner
12.93
11270 - Tractor Operator
15.37
11330 - Trail Maintenance Worker
13.34
11360 - Window Cleaner
13.33
12000 - Health Occupations
12010 - Ambulance Driver
17.12
12011 - Breath Alcohol Technician
17.12
12012 - Certified Occupational Therapist Assistant
21.32
12015 - Certified Physical Therapist Assistant
22.07
12020 - Dental Assistant
16.52
12025 - Dental Hygienist
34.35
12030 - EKG Technician
24.23
12035 - Electroneurodiagnostic Technologist
24.23
12040 - Emergency Medical Technician
17.12
12071 - Licensed Practical Nurse I
14.58
12072 - Licensed Practical Nurse II
16.31
12073 - Licensed Practical Nurse III
18.19
12100 - Medical Assistant
14.08
12130 - Medical Laboratory Technician
15.52
12160 - Medical Record Clerk
13.62
12190 - Medical Record Technician
15.23
12195 - Medical Transcriptionist
15.38
12210 - Nuclear Medicine Technologist
32.27
12221 - Nursing Assistant I
9.93
12222 - Nursing Assistant II
11.18
12223 - Nursing Assistant III
12.18

12224 - Nursing Assistant IV
13.68
12235 - Optical Dispenser
14.12
12236 - Optical Technician
14.95
12250 - Pharmacy Technician
14.84
12280 - Phlebotomist
13.68
12305 - Radiologic Technologist
25.29
12311 - Registered Nurse I
23.68
12312 - Registered Nurse II
27.27
12313 - Registered Nurse II, Specialist
27.27
12314 - Registered Nurse III
33.15
12315 - Registered Nurse III, Anesthetist
33.15
12316 - Registered Nurse IV
39.45
12317 - Scheduler (Drug and Alcohol Testing)
20.20
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
20.11
13012 - Exhibits Specialist II
27.35
13013 - Exhibits Specialist III
29.94
13041 - Illustrator I
18.65
13042 - Illustrator II
22.33
13043 - Illustrator III
27.90
13047 - Librarian
30.95
13050 - Library Aide/Clerk
10.37
13054 - Library Information Technology Systems
23.49
Administrator
13058 - Library Technician
13.96
13061 - Media Specialist I
17.03
13062 - Media Specialist II
19.04
13063 - Media Specialist III
21.24
13071 - Photographer I
17.20

13072 - Photographer II
 19.24
 13073 - Photographer III
 23.84
 13074 - Photographer IV
 29.17
 13075 - Photographer V
 35.29
 13110 - Video Teleconference Technician
 17.91
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 16.03
 14042 - Computer Operator II
 17.93
 14043 - Computer Operator III
 19.99
 14044 - Computer Operator IV
 23.48
 14045 - Computer Operator V
 24.61
 14071 - Computer Programmer I
 22.38
 14072 - Computer Programmer II
 26.04
 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
 16.03
 14160 - Personal Computer Support Technician
 23.48
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 27.38
 15020 - Aircrew Training Devices Instructor (Rated)
 33.12
 15030 - Air Crew Training Devices Instructor (Pilot)
 39.69
 15050 - Computer Based Training Specialist / Instructor
 27.62
 15060 - Educational Technologist
 26.64
 15070 - Flight Instructor (Pilot)
 39.69
 15080 - Graphic Artist
 25.30
 15090 - Technical Instructor
 20.74
 15095 - Technical Instructor/Course Developer
 25.38
 15110 - Test Proctor
 17.30
 15120 - Tutor
 17.30

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
9.16
16030 - Counter Attendant
9.16
16040 - Dry Cleaner
11.82
16070 - Finisher, Flatwork, Machine
9.16
16090 - Presser, Hand
9.16
16110 - Presser, Machine, Drycleaning
9.16
16130 - Presser, Machine, Shirts
9.16
16160 - Presser, Machine, Wearing Apparel, Laundry
9.16
16190 - Sewing Machine Operator
12.70
16220 - Tailor
13.57
16250 - Washer, Machine
10.08
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
21.23
19040 - Tool And Die Maker
27.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
19.24
21030 - Material Coordinator
20.04
21040 - Material Expediter
20.04
21050 - Material Handling Laborer
16.19
21071 - Order Filler
13.52
21080 - Production Line Worker (Food Processing)
19.24
21110 - Shipping Packer
15.57
21130 - Shipping/Receiving Clerk
15.57
21140 - Store Worker I
13.27
21150 - Stock Clerk
19.19
21210 - Tools And Parts Attendant
19.24
21410 - Warehouse Specialist
19.24
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
25.87

23021 - Aircraft Mechanic I
24.88
23022 - Aircraft Mechanic II
25.87
23023 - Aircraft Mechanic III
26.77
23040 - Aircraft Mechanic Helper
19.23
23050 - Aircraft, Painter
23.93
23060 - Aircraft Servicer
21.78
23080 - Aircraft Worker
23.09
23110 - Appliance Mechanic
19.30
23120 - Bicycle Repairer
15.18
23125 - Cable Splicer
28.03
23130 - Carpenter, Maintenance
23.76
23140 - Carpet Layer
25.78
23160 - Electrician, Maintenance
29.98
23181 - Electronics Technician Maintenance I
21.55
23182 - Electronics Technician Maintenance II
27.18
23183 - Electronics Technician Maintenance III
27.74
23260 - Fabric Worker
19.01
23290 - Fire Alarm System Mechanic
22.01
23310 - Fire Extinguisher Repairer
17.66
23311 - Fuel Distribution System Mechanic
25.39
23312 - Fuel Distribution System Operator
19.91
23370 - General Maintenance Worker
20.36
23380 - Ground Support Equipment Mechanic
24.88
23381 - Ground Support Equipment Servicer
21.78
23382 - Ground Support Equipment Worker
23.09
23391 - Gunsmith I
17.66
23392 - Gunsmith II
20.36
23393 - Gunsmith III
22.53

23410 - Heating, Ventilation And Air-Conditioning
22.80
Mechanic
23411 - Heating, Ventilation And Air Contditioning
23.71
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
21.39
23440 - Heavy Equipment Operator
23.00
23460 - Instrument Mechanic
22.53
23465 - Laboratory/Shelter Mechanic
21.55
23470 - Laborer
13.44
23510 - Locksmith
21.75
23530 - Machinery Maintenance Mechanic
21.01
23550 - Machinist, Maintenance
22.01
23580 - Maintenance Trades Helper
16.31
23591 - Metrology Technician I
22.59
23592 - Metrology Technician II
23.38
23593 - Metrology Technician III
24.19
23640 - Millwright
25.77
23710 - Office Appliance Repairer
21.38
23760 - Painter, Maintenance
21.23
23790 - Pipefitter, Maintenance
27.67
23810 - Plumber, Maintenance
24.62
23820 - Pneudraulic Systems Mechanic
22.53
23850 - Rigger
22.53
23870 - Scale Mechanic
20.36
23890 - Sheet-Metal Worker, Maintenance
26.89
23910 - Small Engine Mechanic
21.10
23931 - Telecommunications Mechanic I
23.21
23932 - Telecommunications Mechanic II
24.05
23950 - Telephone Lineman
24.54

23960 - Welder, Combination, Maintenance
22.01
23965 - Well Driller
21.20
23970 - Woodcraft Worker
22.53
23980 - Woodworker
17.66
24000 - Personal Needs Occupations
24570 - Child Care Attendant
10.63
24580 - Child Care Center Clerk
14.51
24610 - Chore Aide
9.51
24620 - Family Readiness And Support Services
13.66
Coordinator
24630 - Homemaker
16.12
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
25.16
25040 - Sewage Plant Operator
21.30
25070 - Stationary Engineer
25.16
25190 - Ventilation Equipment Tender
17.01
25210 - Water Treatment Plant Operator
21.23
27000 - Protective Service Occupations
27004 - Alarm Monitor
17.02
27007 - Baggage Inspector
13.32
27008 - Corrections Officer
18.89
27010 - Court Security Officer
20.41
27030 - Detection Dog Handler
16.62
27040 - Detention Officer
18.89
27070 - Firefighter
21.35
27101 - Guard I
13.32
27102 - Guard II
16.62
27131 - Police Officer I
22.07
27132 - Police Officer II
24.51
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
11.14

28042 - Carnival Equipment Repairer
11.89
28043 - Carnival Equipment Worker
9.01
28210 - Gate Attendant/Gate Tender
15.25
28310 - Lifeguard
12.47
28350 - Park Attendant (Aide)
17.05
28510 - Recreation Aide/Health Facility Attendant
12.45
28515 - Recreation Specialist
19.43
28630 - Sports Official
13.59
28690 - Swimming Pool Operator
19.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
23.29
29020 - Hatch Tender
23.29
29030 - Line Handler
23.29
29041 - Stevedore I
21.62
29042 - Stevedore II
24.53
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
17.88
30022 - Archeological Technician II
19.99
30023 - Archeological Technician III
24.76
30030 - Cartographic Technician
25.01
30040 - Civil Engineering Technician
25.17
30061 - Drafter/CAD Operator I
18.04
30062 - Drafter/CAD Operator II
20.18
30063 - Drafter/CAD Operator III
22.51
30064 - Drafter/CAD Operator IV
27.69
30081 - Engineering Technician I
15.54

30082 - Engineering Technician II
 19.08
 30083 - Engineering Technician III
 21.95
 30084 - Engineering Technician IV
 24.41
 30085 - Engineering Technician V
 29.54
 30086 - Engineering Technician VI
 36.00
 30090 - Environmental Technician
 20.48
 30210 - Laboratory Technician
 20.07
 30240 - Mathematical Technician
 25.01
 30361 - Paralegal/Legal Assistant I
 17.19
 30362 - Paralegal/Legal Assistant II
 21.79
 30363 - Paralegal/Legal Assistant III
 26.66
 30364 - Paralegal/Legal Assistant IV
 32.25
 30390 - Photo-Optics Technician
 25.01
 30461 - Technical Writer I
 20.53
 30462 - Technical Writer II
 25.11
 30463 - Technical Writer III
 30.38
 30491 - Unexploded Ordnance (UXO) Technician I
 22.74
 30492 - Unexploded Ordnance (UXO) Technician II
 27.51
 30493 - Unexploded Ordnance (UXO) Technician III
 32.97
 30494 - Unexploded (UXO) Safety Escort
 22.74
 30495 - Unexploded (UXO) Sweep Personnel
 22.74
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 22.51
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 25.01
 31000 - Transportation/Mobile Equipment Operation Occupations
 31020 - Bus Aide
 12.37
 31030 - Bus Driver
 17.28
 31043 - Driver Courier
 14.58
 31260 - Parking and Lot Attendant
 12.07

31290 - Shuttle Bus Driver
15.77
31310 - Taxi Driver
11.26
31361 - Truckdriver, Light
15.77
31362 - Truckdriver, Medium
21.15
31363 - Truckdriver, Heavy
21.54
31364 - Truckdriver, Tractor-Trailer
21.54
99000 - Miscellaneous Occupations
99030 - Cashier
10.19
99050 - Desk Clerk
9.42
99095 - Embalmer
22.23
99251 - Laboratory Animal Caretaker I
9.92
99252 - Laboratory Animal Caretaker II
10.65
99310 - Mortician
30.24
99410 - Pest Controller
17.98
99510 - Photofinishing Worker
12.76
99710 - Recycling Laborer
15.79
99711 - Recycling Specialist
18.79
99730 - Refuse Collector
14.15
99810 - Sales Clerk
12.20
99820 - School Crossing Guard
10.90
99830 - Survey Party Chief
21.44
99831 - Surveying Aide
13.33
99832 - Surveying Technician
18.25
99840 - Vending Machine Attendant
14.51
99841 - Vending Machine Repairer
17.45
99842 - Vending Machine Repairer Helper
14.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.59 per hour or \$143.60 per week or \$622.27 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) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:
If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form
1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.