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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

Daniel W. Simms	Division of		Wage Determination No.: 2015-5417
Director	Wage Determinations		Revision No.: 2
			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: Colorado

Area: Colorado Counties of El Paso, Teller

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

OCCUPATION CODE - TITLE	FOOTNOTE	R
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13
01012 - Accounting Clerk II		14
01013 - Accounting Clerk III		17
01020 - Administrative Assistant		21
01035 - Court Reporter		20
01041 - Customer Service Representative I		11
01042 - Customer Service Representative II		12
01043 - Customer Service Representative III		14
01051 - Data Entry Operator I		12
01052 - Data Entry Operator II		13
01060 - Dispatcher, Motor Vehicle		18
01070 - Document Preparation Clerk		13
01090 - Duplicating Machine Operator		13
01111 - General Clerk I		12
01112 - General Clerk II		13
01113 - General Clerk III		15
01120 - Housing Referral Assistant		18
01141 - Messenger Courier		12
01191 - Order Clerk I		13
01192 - Order Clerk II		14
01261 - Personnel Assistant (Employment) I		15

01262 - Personnel Assistant (Employment) II	17
01263 - Personnel Assistant (Employment) III	20
01270 - Production Control Clerk	21
01290 - Rental Clerk	11
01300 - Scheduler, Maintenance	14
01311 - Secretary I	14
01312 - Secretary II	16
01313 - Secretary III	18
01320 - Service Order Dispatcher	15
01410 - Supply Technician	21
01420 - Survey Worker	15
01460 - Switchboard Operator/Receptionist	13
01531 - Travel Clerk I	11
01532 - Travel Clerk II	12
01533 - Travel Clerk III	13
01611 - Word Processor I	14
01612 - Word Processor II	16
01613 - Word Processor III	18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25
05010 - Automotive Electrician	19
05040 - Automotive Glass Installer	18
05070 - Automotive Worker	18
05110 - Mobile Equipment Servicer	15
05130 - Motor Equipment Metal Mechanic	20
05160 - Motor Equipment Metal Worker	18
05190 - Motor Vehicle Mechanic	20
05220 - Motor Vehicle Mechanic Helper	15
05250 - Motor Vehicle Upholstery Worker	17
05280 - Motor Vehicle Wrecker	18
05310 - Painter, Automotive	19
05340 - Radiator Repair Specialist	18
05370 - Tire Repairer	11
05400 - Transmission Repair Specialist	20
07000 - Food Preparation And Service Occupations	
07010 - Baker	13
07041 - Cook I	11
07042 - Cook II	13
07070 - Dishwasher	9
07130 - Food Service Worker	10
07210 - Meat Cutter	16
07260 - Waiter/Waitress	9
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14
09040 - Furniture Handler	12
09080 - Furniture Refinisher	16
09090 - Furniture Refinisher Helper	12
09110 - Furniture Repairer, Minor	14
09130 - Upholsterer	16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10
11060 - Elevator Operator	10
11090 - Gardener	14

11122 - Housekeeping Aide	11
11150 - Janitor	11
11210 - Laborer, Grounds Maintenance	11
11240 - Maid or Houseman	9
11260 - Pruner	11
11270 - Tractor Operator	14
11330 - Trail Maintenance Worker	11
11360 - Window Cleaner	12
12000 - Health Occupations	
12010 - Ambulance Driver	17
12011 - Breath Alcohol Technician	17
12012 - Certified Occupational Therapist Assistant	25
12015 - Certified Physical Therapist Assistant	20
12020 - Dental Assistant	17
12025 - Dental Hygienist	34
12030 - EKG Technician	27
12035 - Electroneurodiagnostic Technologist	27
12040 - Emergency Medical Technician	17
12071 - Licensed Practical Nurse I	16
12072 - Licensed Practical Nurse II	18
12073 - Licensed Practical Nurse III	20
12100 - Medical Assistant	14
12130 - Medical Laboratory Technician	16
12160 - Medical Record Clerk	15
12190 - Medical Record Technician	17
12195 - Medical Transcriptionist	18
12210 - Nuclear Medicine Technologist	39
12221 - Nursing Assistant I	10
12222 - Nursing Assistant II	11
12223 - Nursing Assistant III	12
12224 - Nursing Assistant IV	14
12235 - Optical Dispenser	16
12236 - Optical Technician	14
12250 - Pharmacy Technician	15
12280 - Phlebotomist	15
12305 - Radiologic Technologist	24
12311 - Registered Nurse I	23
12312 - Registered Nurse II	28
12313 - Registered Nurse II, Specialist	28
12314 - Registered Nurse III	34
12315 - Registered Nurse III, Anesthetist	34
12316 - Registered Nurse IV	41
12317 - Scheduler (Drug and Alcohol Testing)	20
12320 - Substance Abuse Treatment Counselor	17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23
13012 - Exhibits Specialist II	28
13013 - Exhibits Specialist III	34
13041 - Illustrator I	24
13042 - Illustrator II	30
13043 - Illustrator III	37
13047 - Librarian	34
13050 - Library Aide/Clerk	15

13054 - Library Information Technology Systems Administrator	30
13058 - Library Technician	14
13061 - Media Specialist I	19
13062 - Media Specialist II	22
13063 - Media Specialist III	24
13071 - Photographer I	14
13072 - Photographer II	17
13073 - Photographer III	21
13074 - Photographer IV	24
13075 - Photographer V	29
13090 - Technical Order Library Clerk	13
13110 - Video Teleconference Technician	17
14000 - Information Technology Occupations	
14041 - Computer Operator I	15
14042 - Computer Operator II	17
14043 - Computer Operator III	19
14044 - Computer Operator IV	22
14045 - Computer Operator V	25
14071 - Computer Programmer I	(see 1) 27
14072 - Computer Programmer II	(see 1)
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	15
14160 - Personal Computer Support Technician	22
14170 - System Support Specialist	35
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32
15020 - Aircrew Training Devices Instructor (Rated)	39
15030 - Air Crew Training Devices Instructor (Pilot)	46
15050 - Computer Based Training Specialist / Instructor	32
15060 - Educational Technologist	36
15070 - Flight Instructor (Pilot)	46
15080 - Graphic Artist	20
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46
15086 - Maintenance Test Pilot, Rotary Wing	46
15088 - Non-Maintenance Test/Co-Pilot	46
15090 - Technical Instructor	22
15095 - Technical Instructor/Course Developer	27
15110 - Test Proctor	17
15120 - Tutor	17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9
16030 - Counter Attendant	9
16040 - Dry Cleaner	10
16070 - Finisher, Flatwork, Machine	9
16090 - Presser, Hand	9
16110 - Presser, Machine, Drycleaning	9
16130 - Presser, Machine, Shirts	9
16160 - Presser, Machine, Wearing Apparel, Laundry	9

16190 - Sewing Machine Operator	11
16220 - Tailor	12
16250 - Washer, Machine	9
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21
19040 - Tool And Die Maker	26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13
21030 - Material Coordinator	21
21040 - Material Expediter	21
21050 - Material Handling Laborer	12
21071 - Order Filler	12
21080 - Production Line Worker (Food Processing)	13
21110 - Shipping Packer	14
21130 - Shipping/Receiving Clerk	14
21140 - Store Worker I	10
21150 - Stock Clerk	13
21210 - Tools And Parts Attendant	13
21410 - Warehouse Specialist	13
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26
23019 - Aircraft Logs and Records Technician	20
23021 - Aircraft Mechanic I	24
23022 - Aircraft Mechanic II	26
23023 - Aircraft Mechanic III	27
23040 - Aircraft Mechanic Helper	18
23050 - Aircraft, Painter	23
23060 - Aircraft Servicer	20
23070 - Aircraft Survival Flight Equipment Technician	23
23080 - Aircraft Worker	21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24
23110 - Appliance Mechanic	16
23120 - Bicycle Repairer	13
23125 - Cable Splicer	26
23130 - Carpenter, Maintenance	22
23140 - Carpet Layer	18
23160 - Electrician, Maintenance	23
23181 - Electronics Technician Maintenance I	23
23182 - Electronics Technician Maintenance II	25
23183 - Electronics Technician Maintenance III	26
23260 - Fabric Worker	18
23290 - Fire Alarm System Mechanic	22
23310 - Fire Extinguisher Repairer	17
23311 - Fuel Distribution System Mechanic	26
23312 - Fuel Distribution System Operator	19
23370 - General Maintenance Worker	16
23380 - Ground Support Equipment Mechanic	24
23381 - Ground Support Equipment Servicer	20
23382 - Ground Support Equipment Worker	21
23391 - Gunsmith I	17

23392 - Gunsmith II	19
23393 - Gunsmith III	22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23
23430 - Heavy Equipment Mechanic	22
23440 - Heavy Equipment Operator	20
23460 - Instrument Mechanic	23
23465 - Laboratory/Shelter Mechanic	21
23470 - Laborer	12
23510 - Locksmith	16
23530 - Machinery Maintenance Mechanic	20
23550 - Machinist, Maintenance	18
23580 - Maintenance Trades Helper	16
23591 - Metrology Technician I	23
23592 - Metrology Technician II	24
23593 - Metrology Technician III	25
23640 - Millwright	22
23710 - Office Appliance Repairer	20
23760 - Painter, Maintenance	17
23790 - Pipefitter, Maintenance	21
23810 - Plumber, Maintenance	20
23820 - Pneudraulic Systems Mechanic	22
23850 - Rigger	22
23870 - Scale Mechanic	19
23890 - Sheet-Metal Worker, Maintenance	23
23910 - Small Engine Mechanic	15
23931 - Telecommunications Mechanic I	26
23932 - Telecommunications Mechanic II	29
23950 - Telephone Lineman	20
23960 - Welder, Combination, Maintenance	17
23965 - Well Driller	21
23970 - Woodcraft Worker	22
23980 - Woodworker	17
24000 - Personal Needs Occupations	
24550 - Case Manager	15
24570 - Child Care Attendant	10
24580 - Child Care Center Clerk	13
24610 - Chore Aide	10
24620 - Family Readiness And Support Services Coordinator	15
24630 - Homemaker	17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23
25040 - Sewage Plant Operator	23
25070 - Stationary Engineer	23
25190 - Ventilation Equipment Tender	16
25210 - Water Treatment Plant Operator	23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20
27007 - Baggage Inspector	12
27008 - Corrections Officer	24



27010 - Court Security Officer	22
27030 - Detection Dog Handler	15
27040 - Detention Officer	24
27070 - Firefighter	21
27101 - Guard I	12
27102 - Guard II	15
27131 - Police Officer I	25
27132 - Police Officer II	26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11
28042 - Carnival Equipment Repairer	12
28043 - Carnival Worker	8
28210 - Gate Attendant/Gate Tender	15
28310 - Lifeguard	11
28350 - Park Attendant (Aide)	17
28510 - Recreation Aide/Health Facility Attendant	14
28515 - Recreation Specialist	15
28630 - Sports Official	13
28690 - Swimming Pool Operator	14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19
29020 - Hatch Tender	19
29030 - Line Handler	19
29041 - Stevedore I	18
29042 - Stevedore II	21
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27
30021 - Archeological Technician I	18
30022 - Archeological Technician II	21
30023 - Archeological Technician III	22
30030 - Cartographic Technician	26
30040 - Civil Engineering Technician	25
30051 - Cryogenic Technician I	25
30052 - Cryogenic Technician II	27
30061 - Drafter/CAD Operator I	19
30062 - Drafter/CAD Operator II	21
30063 - Drafter/CAD Operator III	24
30064 - Drafter/CAD Operator IV	29
30081 - Engineering Technician I	16
30082 - Engineering Technician II	18
30083 - Engineering Technician III	20
30084 - Engineering Technician IV	25
30085 - Engineering Technician V	31
30086 - Engineering Technician VI	38
30090 - Environmental Technician	26
30095 - Evidence Control Specialist	22
30210 - Laboratory Technician	21
30221 - Latent Fingerprint Technician I	24
30222 - Latent Fingerprint Technician II	27
30240 - Mathematical Technician	26
30361 - Paralegal/Legal Assistant I	17

30362 - Paralegal/Legal Assistant II	22
30363 - Paralegal/Legal Assistant III	27
30364 - Paralegal/Legal Assistant IV	32
30375 - Petroleum Supply Specialist	27
30390 - Photo-Optics Technician	26
30395 - Radiation Control Technician	27
30461 - Technical Writer I	21
30462 - Technical Writer II	26
30463 - Technical Writer III	32
30491 - Unexploded Ordnance (UXO) Technician I	23
30492 - Unexploded Ordnance (UXO) Technician II	28
30493 - Unexploded Ordnance (UXO) Technician III	33
30494 - Unexploded (UXO) Safety Escort	23
30495 - Unexploded (UXO) Sweep Personnel	23
30501 - Weather Forecaster I	25
30502 - Weather Forecaster II	30
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24
30621 - Weather Observer, Senior	(see 2) 25
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28
31020 - Bus Aide	11
31030 - Bus Driver	16
31043 - Driver Courier	13
31260 - Parking and Lot Attendant	10
31290 - Shuttle Bus Driver	15
31310 - Taxi Driver	10
31361 - Truckdriver, Light	15
31362 - Truckdriver, Medium	16
31363 - Truckdriver, Heavy	18
31364 - Truckdriver, Tractor-Trailer	18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13
99030 - Cashier	10
99050 - Desk Clerk	9
99095 - Embalmer	23
99130 - Flight Follower	23
99251 - Laboratory Animal Caretaker I	11
99252 - Laboratory Animal Caretaker II	12
99260 - Marketing Analyst	28
99310 - Mortician	23
99410 - Pest Controller	17
99510 - Photofinishing Worker	11
99710 - Recycling Laborer	16
99711 - Recycling Specialist	19
99730 - Refuse Collector	14
99810 - Sales Clerk	12
99820 - School Crossing Guard	13
99830 - Survey Party Chief	22
99831 - Surveying Aide	16
99832 - Surveying Technician	20
99840 - Vending Machine Attendant	14
99841 - Vending Machine Repairer	17



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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 5 years, 4 weeks after 15 years, and 5 weeks after 25 years

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors 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 accordance with a plan communicated to the employees involved.) (See 29 CFR 4.17)

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. 5400) 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 6

If you are a full-time employee (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, explosive 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 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 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 clean 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 cost.

**\*\* 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 date 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 contract 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 employ performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a rep of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U. 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 cop of such determination or it shall be posted as a part of the wage determination ( 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond pape

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)).