
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
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5455
Revision No.: 1
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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: New Mexico

Area: New Mexico Counties of Chaves, Eddy, Lincoln, Otero

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.78
01012 - Accounting Clerk II		14.46
01013 - Accounting Clerk III		16.18
01020 - Administrative Assistant		19.43
01035 - Court Reporter		15.81
01041 - Customer Service Representative I		10.67
01042 - Customer Service Representative II		12.00
01043 - Customer Service Representative III		13.09
01051 - Data Entry Operator I		10.53
01052 - Data Entry Operator II		11.49
01060 - Dispatcher, Motor Vehicle		14.75
01070 - Document Preparation Clerk		12.31
01090 - Duplicating Machine Operator		12.31
01111 - General Clerk I		10.57
01112 - General Clerk II		11.54
01113 - General Clerk III		12.95
01120 - Housing Referral Assistant		16.48
01141 - Messenger Courier		9.64
01191 - Order Clerk I		11.53
01192 - Order Clerk II		11.44
01261 - Personnel Assistant (Employment) I		14.08
01262 - Personnel Assistant (Employment) II		15.88
01263 - Personnel Assistant (Employment) III		17.59
01270 - Production Control Clerk		18.36
01290 - Rental Clerk		11.25
01300 - Scheduler, Maintenance		13.20
01311 - Secretary I		13.21
01312 - Secretary II		14.77
01313 - Secretary III		16.48
01320 - Service Order Dispatcher		12.95
01410 - Supply Technician		18.95
01420 - Survey Worker		15.07
01460 - Switchboard Operator/Receptionist		10.42
01531 - Travel Clerk I		11.16
01532 - Travel Clerk II		12.20
01533 - Travel Clerk III		13.19
01611 - Word Processor I		12.87
01612 - Word Processor II		14.45
01613 - Word Processor III		16.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.05
05010 - Automotive Electrician		16.25
05040 - Automotive Glass Installer		15.07
05070 - Automotive Worker		15.07
05110 - Mobile Equipment Servicer		12.70
05130 - Motor Equipment Metal Mechanic		17.48
05160 - Motor Equipment Metal Worker		15.07
05190 - Motor Vehicle Mechanic		17.48
05220 - Motor Vehicle Mechanic Helper		11.51

05250	- Motor Vehicle Upholstery Worker	13.88
05280	- Motor Vehicle Wrecker	15.07
05310	- Painter, Automotive	16.25
05340	- Radiator Repair Specialist	15.07
05370	- Tire Repairer	11.91
05400	- Transmission Repair Specialist	17.48
07000	- Food Preparation And Service Occupations	
07010	- Baker	10.51
07041	- Cook I	9.76
07042	- Cook II	11.59
07070	- Dishwasher	8.11
07130	- Food Service Worker	8.87
07210	- Meat Cutter	11.92
07260	- Waiter/Waitress	8.03
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.30
09040	- Furniture Handler	9.68
09080	- Furniture Refinisher	17.30
09090	- Furniture Refinisher Helper	12.16
09110	- Furniture Repairer, Minor	14.47
09130	- Upholsterer	17.30
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	8.88
11060	- Elevator Operator	8.88
11090	- Gardener	13.24
11122	- Housekeeping Aide	9.92
11150	- Janitor	9.92
11210	- Laborer, Grounds Maintenance	9.92
11240	- Maid or Houseman	8.51
11260	- Pruner	8.57
11270	- Tractor Operator	12.66
11330	- Trail Maintenance Worker	9.92
11360	- Window Cleaner	11.50
12000	- Health Occupations	
12010	- Ambulance Driver	14.11
12011	- Breath Alcohol Technician	15.45
12012	- Certified Occupational Therapist Assistant	24.43
12015	- Certified Physical Therapist Assistant	21.09
12020	- Dental Assistant	13.87
12025	- Dental Hygienist	30.17
12030	- EKG Technician	27.96
12035	- Electroneurodiagnostic Technologist	27.96
12040	- Emergency Medical Technician	14.11
12071	- Licensed Practical Nurse I	17.52
12072	- Licensed Practical Nurse II	19.61
12073	- Licensed Practical Nurse III	21.85
12100	- Medical Assistant	11.87
12130	- Medical Laboratory Technician	15.15
12160	- Medical Record Clerk	13.27
12190	- Medical Record Technician	14.84
12195	- Medical Transcriptionist	14.31
12210	- Nuclear Medicine Technologist	36.71
12221	- Nursing Assistant I	10.19
12222	- Nursing Assistant II	11.45
12223	- Nursing Assistant III	12.50
12224	- Nursing Assistant IV	14.03
12235	- Optical Dispenser	12.33
12236	- Optical Technician	10.23
12250	- Pharmacy Technician	14.07
12280	- Phlebotomist	13.52
12305	- Radiologic Technologist	25.17
12311	- Registered Nurse I	23.99
12312	- Registered Nurse II	28.64
12313	- Registered Nurse II, Specialist	28.64
12314	- Registered Nurse III	34.65
12315	- Registered Nurse III, Anesthetist	34.65
12316	- Registered Nurse IV	41.55
12317	- Scheduler (Drug and Alcohol Testing)	21.37
12320	- Substance Abuse Treatment Counselor	24.28
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.15
13012	- Exhibits Specialist II	23.08
13013	- Exhibits Specialist III	27.03
13041	- Illustrator I	19.15
13042	- Illustrator II	23.08
13043	- Illustrator III	27.03
13047	- Librarian	24.46
13050	- Library Aide/Clerk	11.49
13054	- Library Information Technology Systems Administrator	22.09
13058	- Library Technician	17.24

13061	- Media Specialist I	15.83
13062	- Media Specialist II	17.83
13063	- Media Specialist III	19.88
13071	- Photographer I	13.18
13072	- Photographer II	16.45
13073	- Photographer III	20.57
13074	- Photographer IV	24.45
13075	- Photographer V	27.88
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	14.70
14000	- Information Technology Occupations	
14041	- Computer Operator I	13.67
14042	- Computer Operator II	15.46
14043	- Computer Operator III	17.25
14044	- Computer Operator IV	19.17
14045	- Computer Operator V	21.22
14071	- Computer Programmer I (see 1)	21.43
14072	- Computer Programmer II (see 1)	26.56
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	13.67
14160	- Personal Computer Support Technician	22.41
14170	- System Support Specialist	25.94
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	26.13
15020	- Aircrew Training Devices Instructor (Rated)	32.14
15030	- Air Crew Training Devices Instructor (Pilot)	37.89
15050	- Computer Based Training Specialist / Instructor	26.13
15060	- Educational Technologist	32.13
15070	- Flight Instructor (Pilot)	37.89
15080	- Graphic Artist	19.52
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	35.29
15086	- Maintenance Test Pilot, Rotary Wing	35.29
15088	- Non-Maintenance Test/Co-Pilot	35.29
15090	- Technical Instructor	19.87
15095	- Technical Instructor/Course Developer	24.30
15110	- Test Proctor	16.04
15120	- Tutor	16.04
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.40
16030	- Counter Attendant	8.40
16040	- Dry Cleaner	10.08
16070	- Finisher, Flatwork, Machine	8.40
16090	- Presser, Hand	8.40
16110	- Presser, Machine, Drycleaning	8.40
16130	- Presser, Machine, Shirts	8.40
16160	- Presser, Machine, Wearing Apparel, Laundry	8.40
16190	- Sewing Machine Operator	10.51
16220	- Tailor	10.92
16250	- Washer, Machine	9.01
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	17.30
19040	- Tool And Die Maker	22.29
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	12.00
21030	- Material Coordinator	18.36
21040	- Material Expediter	18.36
21050	- Material Handling Laborer	10.05
21071	- Order Filler	11.13
21080	- Production Line Worker (Food Processing)	12.00
21110	- Shipping Packer	11.53
21130	- Shipping/Receiving Clerk	11.54
21140	- Store Worker I	9.06
21150	- Stock Clerk	13.85
21210	- Tools And Parts Attendant	12.00
21410	- Warehouse Specialist	12.00
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.14
23019	- Aircraft Logs and Records Technician	19.25
23021	- Aircraft Mechanic I	23.82
23022	- Aircraft Mechanic II	26.14
23023	- Aircraft Mechanic III	27.45
23040	- Aircraft Mechanic Helper	16.39
23050	- Aircraft, Painter	18.67
23060	- Aircraft Servicer	19.25
23070	- Aircraft Survival Flight Equipment Technician	18.67
23080	- Aircraft Worker	20.78
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.78

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.82
II		
23110	- Appliance Mechanic	17.75
23120	- Bicycle Repairer	12.46
23125	- Cable Splicer	24.06
23130	- Carpenter, Maintenance	17.30
23140	- Carpet Layer	16.10
23160	- Electrician, Maintenance	20.10
23181	- Electronics Technician Maintenance I	21.49
23182	- Electronics Technician Maintenance II	23.12
23183	- Electronics Technician Maintenance III	24.92
23260	- Fabric Worker	14.81
23290	- Fire Alarm System Mechanic	18.28
23310	- Fire Extinguisher Repairer	13.49
23311	- Fuel Distribution System Mechanic	21.77
23312	- Fuel Distribution System Operator	16.72
23370	- General Maintenance Worker	15.47
23380	- Ground Support Equipment Mechanic	23.82
23381	- Ground Support Equipment Servicer	19.25
23382	- Ground Support Equipment Worker	20.78
23391	- Gunsmith I	13.49
23392	- Gunsmith II	16.10
23393	- Gunsmith III	18.66
23410	- Heating, Ventilation And Air-Conditioning Mechanic	17.73
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.96
23430	- Heavy Equipment Mechanic	19.58
23440	- Heavy Equipment Operator	18.66
23460	- Instrument Mechanic	20.35
23465	- Laboratory/Shelter Mechanic	17.30
23470	- Laborer	10.05
23510	- Locksmith	17.30
23530	- Machinery Maintenance Mechanic	18.66
23550	- Machinist, Maintenance	17.94
23580	- Maintenance Trades Helper	12.40
23591	- Metrology Technician I	20.35
23592	- Metrology Technician II	21.63
23593	- Metrology Technician III	22.99
23640	- Millwright	19.21
23710	- Office Appliance Repairer	17.18
23760	- Painter, Maintenance	14.97
23790	- Pipefitter, Maintenance	19.39
23810	- Plumber, Maintenance	18.21
23820	- Pneudraulic Systems Mechanic	18.66
23850	- Rigger	18.66
23870	- Scale Mechanic	16.10
23890	- Sheet-Metal Worker, Maintenance	17.19
23910	- Small Engine Mechanic	16.10
23931	- Telecommunications Mechanic I	24.19
23932	- Telecommunications Mechanic II	25.86
23950	- Telephone Lineman	19.48
23960	- Welder, Combination, Maintenance	18.66
23965	- Well Driller	18.66
23970	- Woodcraft Worker	18.66
23980	- Woodworker	13.49
24000	- Personal Needs Occupations	
24550	- Case Manager	12.11
24570	- Child Care Attendant	8.68
24580	- Child Care Center Clerk	10.82
24610	- Chore Aide	9.02
24620	- Family Readiness And Support Services Coordinator	12.11
24630	- Homemaker	12.70
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	21.68
25040	- Sewage Plant Operator	17.19
25070	- Stationary Engineer	20.27
25190	- Ventilation Equipment Tender	14.11
25210	- Water Treatment Plant Operator	17.19
27000	- Protective Service Occupations	
27004	- Alarm Monitor	15.56
27007	- Baggage Inspector	11.42
27008	- Corrections Officer	18.66
27010	- Court Security Officer	18.66
27030	- Detection Dog Handler	14.84
27040	- Detention Officer	18.66
27070	- Firefighter	19.83
27101	- Guard I	11.42
27102	- Guard II	14.84

27131	- Police Officer I	21.41
27132	- Police Officer II	23.78
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.80
28042	- Carnival Equipment Repairer	13.96
28043	- Carnival Worker	9.30
28210	- Gate Attendant/Gate Tender	13.60
28310	- Lifeguard	11.90
28350	- Park Attendant (Aide)	15.22
28510	- Recreation Aide/Health Facility Attendant	11.10
28515	- Recreation Specialist	15.51
28630	- Sports Official	12.11
28690	- Swimming Pool Operator	17.90
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	18.77
29020	- Hatch Tender	18.77
29030	- Line Handler	18.77
29041	- Stevedore I	17.25
29042	- Stevedore II	20.88
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
30021	- Archeological Technician I	18.13
30022	- Archeological Technician II	20.27
30023	- Archeological Technician III	25.11
30030	- Cartographic Technician	25.12
30040	- Civil Engineering Technician	19.18
30051	- Cryogenic Technician I	22.99
30052	- Cryogenic Technician II	25.39
30061	- Drafter/CAD Operator I	15.03
30062	- Drafter/CAD Operator II	16.81
30063	- Drafter/CAD Operator III	19.99
30064	- Drafter/CAD Operator IV	26.25
30081	- Engineering Technician I	15.71
30082	- Engineering Technician II	17.63
30083	- Engineering Technician III	20.27
30084	- Engineering Technician IV	24.96
30085	- Engineering Technician V	29.90
30086	- Engineering Technician VI	36.17
30090	- Environmental Technician	20.76
30095	- Evidence Control Specialist	20.76
30210	- Laboratory Technician	19.91
30221	- Latent Fingerprint Technician I	22.99
30222	- Latent Fingerprint Technician II	25.39
30240	- Mathematical Technician	24.90
30361	- Paralegal/Legal Assistant I	16.90
30362	- Paralegal/Legal Assistant II	20.92
30363	- Paralegal/Legal Assistant III	25.59
30364	- Paralegal/Legal Assistant IV	30.97
30375	- Petroleum Supply Specialist	25.39
30390	- Photo-Optics Technician	22.90
30395	- Radiation Control Technician	25.39
30461	- Technical Writer I	26.05
30462	- Technical Writer II	31.87
30463	- Technical Writer III	38.56
30491	- Unexploded Ordnance (UXO) Technician I	23.46
30492	- Unexploded Ordnance (UXO) Technician II	28.39
30493	- Unexploded Ordnance (UXO) Technician III	34.03
30494	- Unexploded (UXO) Safety Escort	23.46
30495	- Unexploded (UXO) Sweep Personnel	23.46
30501	- Weather Forecaster I	22.99
30502	- Weather Forecaster II	27.97
30620	- Weather Observer, Combined Upper Air Or (see 2)	19.99
Surface Programs		
30621	- Weather Observer, Senior (see 2)	20.83
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.39
31020	- Bus Aide	9.98
31030	- Bus Driver	15.52
31043	- Driver Courier	12.45
31260	- Parking and Lot Attendant	8.64
31290	- Shuttle Bus Driver	13.63
31310	- Taxi Driver	10.33
31361	- Truckdriver, Light	13.63
31362	- Truckdriver, Medium	15.61
31363	- Truckdriver, Heavy	19.60
31364	- Truckdriver, Tractor-Trailer	19.60
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	13.84
99030	- Cashier	8.72

99050 - Desk Clerk	10.35
99095 - Embalmer	23.19
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	10.17
99252 - Laboratory Animal Caretaker II	11.22
99260 - Marketing Analyst	21.71
99310 - Mortician	23.19
99410 - Pest Controller	14.84
99510 - Photofinishing Worker	12.33
99710 - Recycling Laborer	12.39
99711 - Recycling Specialist	15.81
99730 - Refuse Collector	10.69
99810 - Sales Clerk	10.14
99820 - School Crossing Guard	9.33
99830 - Survey Party Chief	18.80
99831 - Surveying Aide	13.02
99832 - Surveying Technician	15.37
99840 - Vending Machine Attendant	10.86
99841 - Vending Machine Repairer	13.79
99842 - Vending Machine Repairer Helper	10.86

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, 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 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 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, 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)).