

WD 15-2139 (Rev.-4) was first posted on www.wdol.gov on 07/19/2016

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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.: 2015-2139
Daniel W. Simms	Division of	Revision No.: 4
Director	Wage Determinations	Date Of Revision: 07/08/2016

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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](http://www.dol.gov/whd/govcontracts).

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State: Georgia

Area: Georgia Counties of Bibb, Crawford, Hancock, Houston, Johnson, Jones, Monroe, Montgomery, Treutlen, Twiggs, Washington, Wheeler

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.15
01012 - Accounting Clerk II		12.70
01013 - Accounting Clerk III		15.43
01020 - Administrative Assistant		17.56
01035 - Court Reporter		13.47
01051 - Data Entry Operator I		12.01
01052 - Data Entry Operator II		13.11
01060 - Dispatcher, Motor Vehicle		13.43
01070 - Document Preparation Clerk		10.78
01090 - Duplicating Machine Operator		10.78
01111 - General Clerk I		10.42
01112 - General Clerk II		11.37
01113 - General Clerk III		12.76
01120 - Housing Referral Assistant		16.01
01141 - Messenger Courier		10.86
01191 - Order Clerk I		11.98
01192 - Order Clerk II		13.69
01261 - Personnel Assistant (Employment) I		13.60
01262 - Personnel Assistant (Employment) II		15.00
01263 - Personnel Assistant (Employment) III		16.73
01270 - Production Control Clerk		19.94
01290 - Rental Clerk		12.09
01300 - Scheduler, Maintenance		12.10
01311 - Secretary I		12.10
01312 - Secretary II		13.47
01313 - Secretary III		16.01
01320 - Service Order Dispatcher		11.55
01410 - Supply Technician		17.56

01420 - Survey Worker	13.11
01460 - Switchboard Operator/Receptionist	11.08
01531 - Travel Clerk I	11.07
01532 - Travel Clerk II	12.02
01533 - Travel Clerk III	12.98
01611 - Word Processor I	12.17
01612 - Word Processor II	13.41
01613 - Word Processor III	15.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.70
05010 - Automotive Electrician	17.65
05040 - Automotive Glass Installer	16.98
05070 - Automotive Worker	16.98
05110 - Mobile Equipment Servicer	15.63
05130 - Motor Equipment Metal Mechanic	18.36
05160 - Motor Equipment Metal Worker	16.98
05190 - Motor Vehicle Mechanic	17.40
05220 - Motor Vehicle Mechanic Helper	14.95
05250 - Motor Vehicle Upholstery Worker	16.30
05280 - Motor Vehicle Wrecker	16.98
05310 - Painter, Automotive	17.65
05340 - Radiator Repair Specialist	16.98
05370 - Tire Repairer	14.01
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.28
07041 - Cook I	8.41
07042 - Cook II	9.84
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.60
07210 - Meat Cutter	13.23
07260 - Waiter/Waitress	7.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.28
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	17.28
09090 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer, Minor	15.95
09130 - Upholsterer	17.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.84
11060 - Elevator Operator	8.95
11090 - Gardener	13.56
11122 - Housekeeping Aide	8.22
11150 - Janitor	8.18
11210 - Laborer, Grounds Maintenance	10.99
11240 - Maid or Houseman	7.89
11260 - Pruner	10.14
11270 - Tractor Operator	12.40
11330 - Trail Maintenance Worker	10.99
11360 - Window Cleaner	9.22
12000 - Health Occupations	
12010 - Ambulance Driver	13.17
12011 - Breath Alcohol Technician	16.33
12012 - Certified Occupational Therapist Assistant	22.40
12015 - Certified Physical Therapist Assistant	25.63
12020 - Dental Assistant	15.33
12025 - Dental Hygienist	24.42
12030 - EKG Technician	24.76
12035 - Electroneurodiagnostic Technologist	24.76
12040 - Emergency Medical Technician	13.17

12071 - Licensed Practical Nurse I	14.60
12072 - Licensed Practical Nurse II	16.33
12073 - Licensed Practical Nurse III	18.21
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	16.13
12160 - Medical Record Clerk	12.87
12190 - Medical Record Technician	15.01
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	35.89
12221 - Nursing Assistant I	9.54
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.74
12224 - Nursing Assistant IV	13.18
12235 - Optical Dispenser	21.66
12236 - Optical Technician	12.91
12250 - Pharmacy Technician	13.63
12280 - Phlebotomist	13.18
12305 - Radiologic Technologist	22.80
12311 - Registered Nurse I	23.44
12312 - Registered Nurse II	28.67
12313 - Registered Nurse II, Specialist	28.67
12314 - Registered Nurse III	34.68
12315 - Registered Nurse III, Anesthetist	34.68
12316 - Registered Nurse IV	41.57
12317 - Scheduler (Drug and Alcohol Testing)	20.24
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.81
13012 - Exhibits Specialist II	22.08
13013 - Exhibits Specialist III	27.01
13041 - Illustrator I	17.81
13042 - Illustrator II	22.08
13043 - Illustrator III	27.01
13047 - Librarian	24.61
13050 - Library Aide/Clerk	11.97
13054 - Library Information Technology Systems Administrator	22.65
13058 - Library Technician	17.94
13061 - Media Specialist I	15.93
13062 - Media Specialist II	17.81
13063 - Media Specialist III	19.87
13071 - Photographer I	13.47
13072 - Photographer II	17.09
13073 - Photographer III	20.02
13074 - Photographer IV	24.50
13075 - Photographer V	29.66
13110 - Video Teleconference Technician	16.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.53
14042 - Computer Operator II	16.25
14043 - Computer Operator III	18.71
14044 - Computer Operator IV	21.28
14045 - Computer Operator V	24.78
14071 - Computer Programmer I	21.48
14072 - Computer Programmer II	26.62
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	14.53
14160 - Personal Computer Support Technician	22.40

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.04
15020 - Aircrew Training Devices Instructor (Rated)	33.91
15030 - Air Crew Training Devices Instructor (Pilot)	37.31
15050 - Computer Based Training Specialist / Instructor	29.61
15060 - Educational Technologist	24.72
15070 - Flight Instructor (Pilot)	37.31
15080 - Graphic Artist	16.91
15090 - Technical Instructor	20.87
15095 - Technical Instructor/Course Developer	25.53
15110 - Test Proctor	16.84
15120 - Tutor	16.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.23
16030 - Counter Attendant	8.23
16040 - Dry Cleaner	9.63
16070 - Finisher, Flatwork, Machine	8.23
16090 - Presser, Hand	8.23
16110 - Presser, Machine, Drycleaning	8.23
16130 - Presser, Machine, Shirts	8.23
16160 - Presser, Machine, Wearing Apparel, Laundry	8.23
16190 - Sewing Machine Operator	10.09
16220 - Tailor	10.56
16250 - Washer, Machine	8.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.54
19040 - Tool And Die Maker	24.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.11
21030 - Material Coordinator	20.57
21040 - Material Expediter	20.57
21050 - Material Handling Laborer	11.91
21071 - Order Filler	10.84
21080 - Production Line Worker (Food Processing)	14.11
21110 - Shipping Packer	12.22
21130 - Shipping/Receiving Clerk	12.22
21140 - Store Worker I	13.47
21150 - Stock Clerk	16.73
21210 - Tools And Parts Attendant	15.99
21410 - Warehouse Specialist	15.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.55
23021 - Aircraft Mechanic I	22.65
23022 - Aircraft Mechanic II	23.55
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	18.45
23050 - Aircraft, Painter	21.45
23060 - Aircraft Servicer	20.12
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	19.83
23120 - Bicycle Repairer	14.01
23125 - Cable Splicer	26.17
23130 - Carpenter, Maintenance	18.03
23140 - Carpet Layer	19.81
23160 - Electrician, Maintenance	19.22
23181 - Electronics Technician Maintenance I	21.40
23182 - Electronics Technician Maintenance II	22.46
23183 - Electronics Technician Maintenance III	23.33
23260 - Fabric Worker	16.22
23290 - Fire Alarm System Mechanic	18.52
23310 - Fire Extinguisher Repairer	15.47

23311 - Fuel Distribution System Mechanic	21.13
23312 - Fuel Distribution System Operator	17.73
23370 - General Maintenance Worker	16.96
23380 - Ground Support Equipment Mechanic	22.65
23381 - Ground Support Equipment Servicer	20.12
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	15.47
23392 - Gunsmith II	16.98
23393 - Gunsmith III	18.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.90
23430 - Heavy Equipment Mechanic	20.14
23440 - Heavy Equipment Operator	16.10
23460 - Instrument Mechanic	20.61
23465 - Laboratory/Shelter Mechanic	17.76
23470 - Laborer	10.96
23510 - Locksmith	17.76
23530 - Machinery Maintenance Mechanic	22.18
23550 - Machinist, Maintenance	18.52
23580 - Maintenance Trades Helper	14.64
23591 - Metrology Technician I	20.61
23592 - Metrology Technician II	21.65
23593 - Metrology Technician III	22.73
23640 - Millwright	22.52
23710 - Office Appliance Repairer	16.53
23760 - Painter, Maintenance	17.76
23790 - Pipefitter, Maintenance	20.61
23810 - Plumber, Maintenance	19.83
23820 - Pneudraulic Systems Mechanic	18.52
23850 - Rigger	18.52
23870 - Scale Mechanic	16.98
23890 - Sheet-Metal Worker, Maintenance	22.36
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	24.72
23932 - Telecommunications Mechanic II	25.64
23950 - Telephone Lineman	21.63
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	18.52
23970 - Woodcraft Worker	18.52
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.10
24580 - Child Care Center Clerk	12.58
24610 - Chore Aide	8.82
24620 - Family Readiness And Support Services Coordinator	11.18
24630 - Homemaker	13.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.48
25040 - Sewage Plant Operator	17.43
25070 - Stationary Engineer	22.48
25190 - Ventilation Equipment Tender	15.26
25210 - Water Treatment Plant Operator	17.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.21
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	14.01
27010 - Court Security Officer	15.25
27030 - Detection Dog Handler	12.49

27040 - Detention Officer	14.01
27070 - Firefighter	15.25
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	16.73
27132 - Police Officer II	18.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.61
28042 - Carnival Equipment Repairer	8.99
28043 - Carnival Worker	7.58
28210 - Gate Attendant/Gate Tender	13.99
28310 - Lifeguard	11.74
28350 - Park Attendant (Aide)	15.64
28510 - Recreation Aide/Health Facility Attendant	11.42
28515 - Recreation Specialist	15.64
28630 - Sports Official	12.46
28690 - Swimming Pool Operator	14.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.23
29020 - Hatch Tender	20.23
29030 - Line Handler	20.23
29041 - Stevedore I	19.51
29042 - Stevedore II	21.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.40
30022 - Archeological Technician II	18.39
30023 - Archeological Technician III	21.32
30030 - Cartographic Technician	23.13
30040 - Civil Engineering Technician	21.32
30061 - Drafter/CAD Operator I	18.00
30062 - Drafter/CAD Operator II	20.72
30063 - Drafter/CAD Operator III	20.95
30064 - Drafter/CAD Operator IV	23.60
30081 - Engineering Technician I	14.47
30082 - Engineering Technician II	16.46
30083 - Engineering Technician III	18.42
30084 - Engineering Technician IV	22.50
30085 - Engineering Technician V	27.52
30086 - Engineering Technician VI	33.31
30090 - Environmental Technician	22.26
30210 - Laboratory Technician	20.95
30240 - Mathematical Technician	21.32
30361 - Paralegal/Legal Assistant I	17.65
30362 - Paralegal/Legal Assistant II	21.88
30363 - Paralegal/Legal Assistant III	26.76
30364 - Paralegal/Legal Assistant IV	32.38
30390 - Photo-Optics Technician	21.32
30461 - Technical Writer I	21.32
30462 - Technical Writer II	26.08
30463 - Technical Writer III	31.55
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.25
30621 - Weather Observer, Senior	(see 2) 21.32

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.29
31030 - Bus Driver	14.03
31043 - Driver Courier	13.52
31260 - Parking and Lot Attendant	11.04
31290 - Shuttle Bus Driver	14.31
31310 - Taxi Driver	10.40
31361 - Truckdriver, Light	14.31
31362 - Truckdriver, Medium	15.10
31363 - Truckdriver, Heavy	16.70
31364 - Truckdriver, Tractor-Trailer	16.70
99000 - Miscellaneous Occupations	
99030 - Cashier	7.96
99050 - Desk Clerk	8.76
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.22
99252 - Laboratory Animal Caretaker II	11.80
99310 - Mortician	22.74
99410 - Pest Controller	14.91
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.36
99711 - Recycling Specialist	14.18
99730 - Refuse Collector	10.43
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	9.65
99830 - Survey Party Chief	16.92
99831 - Surveying Aide	13.06
99832 - Surveying Technician	15.39
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	19.53
99842 - Vending Machine Repairer Helper	17.18

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(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 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 Wage and Hour Division, U.S. Department of Labor, 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 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 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.