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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.: 2005-2087
Director	Wage Determinations	Revision No.: 20
		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.

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.70
01020 - Administrative Assistant		29.92
01040 - Court Reporter		18.41
01051 - Data Entry Operator I		15.62
01052 - Data Entry Operator II		17.16
01060 - Dispatcher, Motor Vehicle		18.33
01070 - Document Preparation Clerk		14.41
01090 - Duplicating Machine Operator		14.41
01111 - General Clerk I		16.86
01112 - General Clerk II		18.39
01113 - General Clerk III		20.64
01120 - Housing Referral Assistant		24.22

01141 - Messenger Courier	15.37
01191 - Order Clerk I	15.42
01192 - Order Clerk II	16.83
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	24.37
01270 - Production Control Clerk	24.62
01280 - Receptionist	14.28
01290 - Rental Clerk	16.43
01300 - Scheduler, Maintenance	19.41
01311 - Secretary I	19.42
01312 - Secretary II	21.73
01313 - Secretary III	24.22
01320 - Service Order Dispatcher	19.42
01410 - Supply Technician	29.92
01420 - Survey Worker	18.76
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	15.62
01612 - Word Processor II	17.53
01613 - Word Processor III	19.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.40
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	17.69
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter, Automotive	21.15
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94
07041 - Cook I	14.28
07042 - Cook II	15.54
07070 - Dishwasher	11.11
07130 - Food Service Worker	11.14
07210 - Meat Cutter	19.53
07260 - Waiter/Waitress	11.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.43
09090 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer, Minor	16.97
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.34
11060 - Elevator Operator	12.12
11090 - Gardener	17.12
11122 - Housekeeping Aide	13.33
11150 - Janitor	14.48
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	12.28
11260 - Pruner	12.98

11270 - Tractor Operator	16.33
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.62
12000 - Health Occupations	
12010 - Ambulance Driver	19.33
12011 - Breath Alcohol Technician	21.91
12012 - Certified Occupational Therapist Assistant	23.63
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	18.78
12025 - Dental Hygienist	33.86
12030 - EKG Technician	22.98
12035 - Electroneurodiagnostic Technologist	22.98
12040 - Emergency Medical Technician	19.33
12071 - Licensed Practical Nurse I	20.30
12072 - Licensed Practical Nurse II	22.71
12073 - Licensed Practical Nurse III	25.31
12100 - Medical Assistant	16.12
12130 - Medical Laboratory Technician	20.59
12160 - Medical Record Clerk	17.44
12190 - Medical Record Technician	19.49
12195 - Medical Transcriptionist	16.91
12210 - Nuclear Medicine Technologist	34.94
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	23.64
12236 - Optical Technician	17.82
12250 - Pharmacy Technician	15.93
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	29.22
12311 - Registered Nurse I	27.82
12312 - Registered Nurse II	34.04
12313 - Registered Nurse II, Specialist	34.04
12314 - Registered Nurse III	41.18
12315 - Registered Nurse III, Anesthetist	41.18
12316 - Registered Nurse IV	49.36
12317 - Scheduler (Drug and Alcohol Testing)	24.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	25.48
13013 - Exhibits Specialist III	31.18
13041 - Illustrator I	22.34
13042 - Illustrator II	27.66
13043 - Illustrator III	33.85
13047 - Librarian	28.78
13050 - Library Aide/Clerk	12.85
13054 - Library Information Technology Systems Administrator	25.98
13058 - Library Technician	17.48
13061 - Media Specialist I	18.75
13062 - Media Specialist II	20.98
13063 - Media Specialist III	23.38
13071 - Photographer I	19.17
13072 - Photographer II	22.01
13073 - Photographer III	26.63
13074 - Photographer IV	32.48
13075 - Photographer V	39.41
13110 - Video Teleconference Technician	18.75
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.10
14042 - Computer Operator II	20.44

14043 - Computer Operator III	23.13
14044 - Computer Operator IV	25.31
14045 - Computer Operator V	28.04
14071 - Computer Programmer I (see 1)	23.65
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	18.10
14160 - Personal Computer Support Technician	25.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.19
15020 - Aircrew Training Devices Instructor (Rated)	40.16
15030 - Air Crew Training Devices Instructor (Pilot)	48.13
15050 - Computer Based Training Specialist / Instructor	30.22
15060 - Educational Technologist	32.49
15070 - Flight Instructor (Pilot)	48.13
15080 - Graphic Artist	23.64
15090 - Technical Instructor	23.23
15095 - Technical Instructor/Course Developer	28.43
15110 - Test Proctor	19.69
15120 - Tutor	19.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.30
16030 - Counter Attendant	10.30
16040 - Dry Cleaner	13.14
16070 - Finisher, Flatwork, Machine	10.30
16090 - Presser, Hand	10.30
16110 - Presser, Machine, Drycleaning	10.30
16130 - Presser, Machine, Shirts	10.30
16160 - Presser, Machine, Wearing Apparel, Laundry	10.30
16190 - Sewing Machine Operator	14.34
16220 - Tailor	15.48
16250 - Washer, Machine	11.21
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.78
19040 - Tool And Die Maker	25.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.36
21030 - Material Coordinator	22.51
21040 - Material Expediter	22.51
21050 - Material Handling Laborer	13.94
21071 - Order Filler	14.22
21080 - Production Line Worker (Food Processing)	16.36
21110 - Shipping Packer	15.87
21130 - Shipping/Receiving Clerk	15.87
21140 - Store Worker I	13.41
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	16.36
21410 - Warehouse Specialist	16.36
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.85
23021 - Aircraft Mechanic I	23.69
23022 - Aircraft Mechanic II	24.85
23023 - Aircraft Mechanic III	26.09
23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft, Painter	23.09
23060 - Aircraft Servicer	20.95
23080 - Aircraft Worker	21.83
23110 - Appliance Mechanic	22.98

23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	30.83
23130 - Carpenter, Maintenance	23.44
23140 - Carpet Layer	22.02
23160 - Electrician, Maintenance	26.01
23181 - Electronics Technician Maintenance I	23.88
23182 - Electronics Technician Maintenance II	24.92
23183 - Electronics Technician Maintenance III	25.95
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	22.93
23310 - Fire Extinguisher Repairer	20.24
23311 - Fuel Distribution System Mechanic	28.46
23312 - Fuel Distribution System Operator	24.06
23370 - General Maintenance Worker	19.82
23380 - Ground Support Equipment Mechanic	23.69
23381 - Ground Support Equipment Servicer	20.95
23382 - Ground Support Equipment Worker	21.83
23391 - Gunsmith I	20.24
23392 - Gunsmith II	22.02
23393 - Gunsmith III	23.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.42
23430 - Heavy Equipment Mechanic	23.04
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	23.22
23465 - Laboratory/Shelter Mechanic	22.98
23470 - Laborer	13.56
23510 - Locksmith	23.17
23530 - Machinery Maintenance Mechanic	22.27
23550 - Machinist, Maintenance	21.11
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	23.22
23592 - Metrology Technician II	24.05
23593 - Metrology Technician III	25.02
23640 - Millwright	22.49
23710 - Office Appliance Repairer	24.11
23760 - Painter, Maintenance	22.30
23790 - Pipefitter, Maintenance	28.15
23810 - Plumber, Maintenance	26.57
23820 - Pneudraulic Systems Mechanic	23.93
23850 - Rigger	23.93
23870 - Scale Mechanic	22.02
23890 - Sheet-Metal Worker, Maintenance	25.58
23910 - Small Engine Mechanic	19.45
23931 - Telecommunications Mechanic I	25.66
23932 - Telecommunications Mechanic II	26.57
23950 - Telephone Lineman	24.24
23960 - Welder, Combination, Maintenance	21.54
23965 - Well Driller	23.22
23970 - Woodcraft Worker	23.93
23980 - Woodworker	18.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.25
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	10.73
24620 - Family Readiness And Support Services Coordinator	20.65
24630 - Homemaker	23.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.09

25040 - Sewage Plant Operator	24.49
25070 - Stationary Engineer	27.09
25190 - Ventilation Equipment Tender	21.78
25210 - Water Treatment Plant Operator	24.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.90
27007 - Baggage Inspector	13.99
27008 - Corrections Officer	27.33
27010 - Court Security Officer	27.33
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	27.33
27070 - Firefighter	27.14
27101 - Guard I	13.99
27102 - Guard II	19.25
27131 - Police Officer I	27.52
27132 - Police Officer II	30.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.10
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equipment Worker	11.09
28210 - Gate Attendant/Gate Tender	16.95
28310 - Lifeguard	15.10
28350 - Park Attendant (Aide)	18.97
28510 - Recreation Aide/Health Facility Attendant	13.84
28515 - Recreation Specialist	20.49
28630 - Sports Official	15.10
28690 - Swimming Pool Operator	17.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.15
29020 - Hatch Tender	31.15
29030 - Line Handler	31.15
29041 - Stevedore I	29.93
29042 - Stevedore II	32.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.94
30021 - Archeological Technician I	18.32
30022 - Archeological Technician II	20.49
30023 - Archeological Technician III	25.41
30030 - Cartographic Technician	25.37
30040 - Civil Engineering Technician	31.76
30061 - Drafter/CAD Operator I	18.32
30062 - Drafter/CAD Operator II	20.49
30063 - Drafter/CAD Operator III	22.83
30064 - Drafter/CAD Operator IV	28.11
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.50
30083 - Engineering Technician III	20.82
30084 - Engineering Technician IV	25.79
30085 - Engineering Technician V	33.14
30086 - Engineering Technician VI	38.16
30090 - Environmental Technician	21.21
30210 - Laboratory Technician	20.03
30240 - Mathematical Technician	25.37
30361 - Paralegal/Legal Assistant I	20.67
30362 - Paralegal/Legal Assistant II	25.60
30363 - Paralegal/Legal Assistant III	31.32
30364 - Paralegal/Legal Assistant IV	37.90
30390 - Photo-Optics Technician	25.37
30461 - Technical Writer I	22.64
30462 - Technical Writer II	27.70

30463 - Technical Writer III	33.51
30491 - Unexploded Ordnance (UXO) Technician I	25.06
30492 - Unexploded Ordnance (UXO) Technician II	30.32
30493 - Unexploded Ordnance (UXO) Technician III	36.34
30494 - Unexploded (UXO) Safety Escort	25.06
30495 - Unexploded (UXO) Sweep Personnel	25.06
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.83
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.37
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.63
31030 - Bus Driver	16.97
31043 - Driver Courier	15.70
31260 - Parking and Lot Attendant	10.64
31290 - Shuttle Bus Driver	16.47
31310 - Taxi Driver	15.47
31361 - Truckdriver, Light	16.47
31362 - Truckdriver, Medium	20.26
31363 - Truckdriver, Heavy	22.21
31364 - Truckdriver, Tractor-Trailer	22.21
99000 - Miscellaneous Occupations	
99030 - Cashier	10.14
99050 - Desk Clerk	11.13
99095 - Embalmer	27.92
99251 - Laboratory Animal Caretaker I	11.25
99252 - Laboratory Animal Caretaker II	11.83
99310 - Mortician	37.63
99410 - Pest Controller	15.45
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	17.51
99711 - Recycling Specialist	19.23
99730 - Refuse Collector	15.76
99810 - Sales Clerk	16.37
99820 - School Crossing Guard	13.95
99830 - Survey Party Chief	22.39
99831 - Surveying Aide	12.35
99832 - Surveying Technician	20.35
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	16.49
99842 - Vending Machine Repairer Helper	14.42

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 in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 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.