
REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3029
Revision No.: 12
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State: Michigan

Area: Michigan Counties of Allegan, Kent, Ottawa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.13
01012 - Accounting Clerk II		14.75
01013 - Accounting Clerk III		17.48
01020 - Administrative Assistant		20.90
01040 - Court Reporter		18.43
01051 - Data Entry Operator I		12.16
01052 - Data Entry Operator II		13.27
01060 - Dispatcher, Motor Vehicle		18.43
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		12.51
01112 - General Clerk II		13.65
01113 - General Clerk III		15.32
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		10.73
01191 - Order Clerk I		13.34
01192 - Order Clerk II		14.56
01261 - Personnel Assistant (Employment) I		15.50
01262 - Personnel Assistant (Employment) II		18.43
01263 - Personnel Assistant (Employment) III		20.25
01270 - Production Control Clerk		20.25
01280 - Receptionist		12.80
01290 - Rental Clerk		14.60
01300 - Scheduler, Maintenance		15.97
01311 - Secretary I		15.97
01312 - Secretary II		17.85
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.77
01410 - Supply Technician		20.90
01420 - Survey Worker		17.89
01531 - Travel Clerk I		13.05
01532 - Travel Clerk II		14.18
01533 - Travel Clerk III		15.34
01611 - Word Processor I		12.97
01612 - Word Processor II		14.60
01613 - Word Processor III		18.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.64
05010 - Automotive Electrician		20.63
05040 - Automotive Glass Installer		19.84
05070 - Automotive Worker		19.84
05110 - Mobile Equipment Servicer		18.24
05130 - Motor Equipment Metal Mechanic		21.75
05160 - Motor Equipment Metal Worker		19.84
05190 - Motor Vehicle Mechanic		22.59
05220 - Motor Vehicle Mechanic Helper		17.48
05250 - Motor Vehicle Upholstery Worker		19.06
05280 - Motor Vehicle Wrecker		19.84
05310 - Painter, Automotive		20.63
05340 - Radiator Repair Specialist		19.84

05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.72
07041 - Cook I	15.04
07042 - Cook II	16.72
07070 - Dishwasher	12.21
07130 - Food Service Worker	12.21
07210 - Meat Cutter	16.72
07260 - Waiter/Waitress	12.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	14.44
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	15.89
09110 - Furniture Repairer, Minor	17.58
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.21
11060 - Elevator Operator	14.00
11090 - Gardener	15.45
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	11.47
11260 - Pruner	12.52
11270 - Tractor Operator	15.20
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	20.02
12015 - Certified Physical Therapist Assistant	18.05
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	28.88
12030 - EKG Technician	26.59
12035 - Electroneurodiagnostic Technologist	26.59
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	15.67
12072 - Licensed Practical Nurse II	17.54
12073 - Licensed Practical Nurse III	19.56
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	18.94
12160 - Medical Record Clerk	12.53
12190 - Medical Record Technician	14.02
12195 - Medical Transcriptionist	14.46
12210 - Nuclear Medicine Technologist	30.60
12221 - Nursing Assistant I	10.17
12222 - Nursing Assistant II	11.44
12223 - Nursing Assistant III	12.48
12224 - Nursing Assistant IV	14.00
12235 - Optical Dispenser	16.13
12236 - Optical Technician	15.60
12250 - Pharmacy Technician	15.42
12280 - Phlebotomist	14.51
12305 - Radiologic Technologist	22.75
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	28.48
12313 - Registered Nurse II, Specialist	28.48
12314 - Registered Nurse III	34.45
12315 - Registered Nurse III, Anesthetist	34.45
12316 - Registered Nurse IV	41.29
12317 - Scheduler (Drug and Alcohol Testing)	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.16
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.16

13043 - Illustrator III	29.56
13047 - Librarian	26.75
13050 - Library Aide/Clerk	12.57
13054 - Library Information Technology Systems Administrator	24.16
13058 - Library Technician	14.65
13061 - Media Specialist I	17.43
13062 - Media Specialist II	19.50
13063 - Media Specialist III	21.75
13071 - Photographer I	16.13
13072 - Photographer II	18.46
13073 - Photographer III	22.04
13074 - Photographer IV	26.31
13075 - Photographer V	31.63
13110 - Video Teleconference Technician	17.56
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.22
14042 - Computer Operator II	18.14
14043 - Computer Operator III	20.23
14044 - Computer Operator IV	22.49
14045 - Computer Operator V	24.89
14071 - Computer Programmer I	(see 1) 20.78
14072 - Computer Programmer II	(see 1) 25.74
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.22
14160 - Personal Computer Support Technician	22.49
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.21
15020 - Aircrew Training Devices Instructor (Rated)	40.15
15030 - Air Crew Training Devices Instructor (Pilot)	45.01
15050 - Computer Based Training Specialist / Instructor	33.21
15060 - Educational Technologist	30.30
15070 - Flight Instructor (Pilot)	45.01
15080 - Graphic Artist	23.15
15090 - Technical Instructor	20.43
15095 - Technical Instructor/Course Developer	24.99
15110 - Test Proctor	16.48
15120 - Tutor	16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	13.60
16070 - Finisher, Flatwork, Machine	10.07
16090 - Presser, Hand	10.07
16110 - Presser, Machine, Drycleaning	10.07
16130 - Presser, Machine, Shirts	10.07
16160 - Presser, Machine, Wearing Apparel, Laundry	10.07
16190 - Sewing Machine Operator	14.81
16220 - Tailor	15.96
16250 - Washer, Machine	11.23
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	25.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.06
21030 - Material Coordinator	22.09
21040 - Material Expediter	22.09
21050 - Material Handling Laborer	14.86
21071 - Order Filler	13.87
21080 - Production Line Worker (Food Processing)	19.79
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	14.30
21140 - Store Worker I	14.24
21150 - Stock Clerk	17.52
21210 - Tools And Parts Attendant	17.80
21410 - Warehouse Specialist	19.79

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.62
23021 - Aircraft Mechanic I	23.56
23022 - Aircraft Mechanic II	24.62
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	18.93
23050 - Aircraft, Painter	26.83
23060 - Aircraft Servicer	20.34
23080 - Aircraft Worker	21.41
23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	16.02
23125 - Cable Splicer	27.91
23130 - Carpenter, Maintenance	19.58
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.00
23181 - Electronics Technician Maintenance I	22.31
23182 - Electronics Technician Maintenance II	23.40
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.45
23310 - Fire Extinguisher Repairer	17.60
23311 - Fuel Distribution System Mechanic	22.42
23312 - Fuel Distribution System Operator	17.61
23370 - General Maintenance Worker	18.51
23380 - Ground Support Equipment Mechanic	23.56
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	17.60
23392 - Gunsmith II	19.58
23393 - Gunsmith III	21.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.62
23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	19.86
23460 - Instrument Mechanic	21.54
23465 - Laboratory/Shelter Mechanic	20.55
23470 - Laborer	13.43
23510 - Locksmith	20.55
23530 - Machinery Maintenance Mechanic	24.08
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	21.54
23592 - Metrology Technician II	22.51
23593 - Metrology Technician III	23.50
23640 - Millwright	27.77
23710 - Office Appliance Repairer	19.70
23760 - Painter, Maintenance	19.93
23790 - Pipefitter, Maintenance	25.30
23810 - Plumber, Maintenance	22.31
23820 - Pneudraulic Systems Mechanic	21.54
23850 - Rigger	21.54
23870 - Scale Mechanic	19.58
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic I	25.67
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	24.90
23960 - Welder, Combination, Maintenance	20.88
23965 - Well Driller	21.54
23970 - Woodcraft Worker	21.54
23980 - Woodworker	17.08
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.07
24610 - Chore Aide	11.47
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	16.74

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.45
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	24.45
25190 - Ventilation Equipment Tender	17.12
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.25
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	20.76
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.25
27040 - Detention Officer	20.76
27070 - Firefighter	19.68
27101 - Guard I	12.52
27102 - Guard II	17.25
27131 - Police Officer I	25.86
27132 - Police Officer II	28.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.12
28042 - Carnival Equipment Repairer	14.73
28043 - Carnival Equipment Worker	12.21
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	19.49
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.92
29020 - Hatch Tender	25.92
29030 - Line Handler	25.92
29041 - Stevedore I	24.62
29042 - Stevedore II	27.21
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	19.11
30022 - Archeological Technician II	21.38
30023 - Archeological Technician III	25.30
30030 - Cartographic Technician	26.01
30040 - Civil Engineering Technician	23.55
30061 - Drafter/CAD Operator I	19.11
30062 - Drafter/CAD Operator II	21.38
30063 - Drafter/CAD Operator III	23.84
30064 - Drafter/CAD Operator IV	28.82
30081 - Engineering Technician I	16.30
30082 - Engineering Technician II	18.29
30083 - Engineering Technician III	20.46
30084 - Engineering Technician IV	25.37
30085 - Engineering Technician V	31.05
30086 - Engineering Technician VI	37.54
30090 - Environmental Technician	23.31
30210 - Laboratory Technician	21.29
30240 - Mathematical Technician	26.02
30361 - Paralegal/Legal Assistant I	18.94
30362 - Paralegal/Legal Assistant II	23.45
30363 - Paralegal/Legal Assistant III	28.69
30364 - Paralegal/Legal Assistant IV	34.72
30390 - Photo-Optics Technician	26.02
30461 - Technical Writer I	21.09
30462 - Technical Writer II	25.78
30463 - Technical Writer III	31.05
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)	23.84
30621 - Weather Observer, Senior	(see 2)	26.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.86
31030 - Bus Driver		18.85
31043 - Driver Courier		16.39
31260 - Parking and Lot Attendant		11.95
31290 - Shuttle Bus Driver		17.36
31310 - Taxi Driver		13.81
31361 - Truckdriver, Light		17.36
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		19.60
31364 - Truckdriver, Tractor-Trailer		20.50
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		10.54
99095 - Embalmer		25.86
99251 - Laboratory Animal Caretaker I		13.39
99252 - Laboratory Animal Caretaker II		14.19
99310 - Mortician		25.86
99410 - Pest Controller		19.93
99510 - Photofinishing Worker		14.20
99710 - Recycling Laborer		18.46
99711 - Recycling Specialist		20.93
99730 - Refuse Collector		17.23
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		12.31
99830 - Survey Party Chief		20.48
99831 - Surveying Aide		11.30
99832 - Surveying Technician		17.23
99840 - Vending Machine Attendant		14.34
99841 - Vending Machine Repairer		18.40
99842 - Vending Machine Repairer Helper		14.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 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.

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.

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/>.