Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any 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 \$10.35 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 2018. 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: Wisconsin

Area: Wisconsin Counties of Barron, Buffalo, Clark, Crawford, Dunn, Jackson, Juneau, Monroe, Pepin, Trempealeau, Vernon

typerings Deposite Demoired Follow the Occupational Tisticatt	
Fringe Benefits Required Follow the Occupational Listing OCCUPATION CODE - TITLE FOOTNOTE	RATE
	RATE
01000 - Administrative Support And Clerical Occupations	12 50
01011 - Accounting Clerk I	13.50
01012 - Accounting Clerk II	15.16
01013 - Accounting Clerk III	17.19
01020 - Administrative Assistant	23.06
01035 - Court Reporter	17.28
01041 - Customer Service Representative I	12.59
01042 - Customer Service Representative II	14.16
01043 - Customer Service Representative III	15.45
01051 - Data Entry Operator I	14.73
01052 - Data Entry Operator II	16.41
01060 - Dispatcher, Motor Vehicle	16.48
01070 - Document Preparation Clerk	13.55
01090 - Duplicating Machine Operator	13.55
01111 - General Clerk I	12.45
01112 - General Clerk II	13.58
01113 - General Clerk III	15.24
01120 - Housing Referral Assistant	19.26
01141 - Messenger Courier	12.44
01191 - Order Clerk I	14.48
01192 - Order Clerk II	15.79
01261 - Personnel Assistant (Employment) I	15.40
01262 - Personnel Assistant (Employment) II	17.23
01263 – Personnel Assistant (Employment) III	19.21
01270 - Production Control Clerk	20.33
01290 - Rental Clerk	12.30
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.28

01313	- Secretary III	19.26
	- Service Order Dispatcher	19.20
	- Supply Technician	23.06
	- Supply Technician - Survey Worker	16.44
	- Switchboard Operator/Receptionist	13.14
	- Travel Clerk I	14.51
	- Travel Clerk II	14.51
	- Travel Clerk III	16.84
	- Mord Processor I	13.76
	- Word Processor I	
	- Word Processor II	15.45 17.28
		11.20
	Automotive Service Occupations	18.21
	- Automobile Body Repairer, Fiberglass - Automotive Electrician	18.21
	- Automotive Electrician - Automotive Glass Installer	
		17.51
	- Automotive Worker	15.36
	- Mobile Equipment Servicer	15.77
	- Motor Equipment Metal Mechanic	19.26
	- Motor Equipment Metal Worker	17.51
	- Motor Vehicle Mechanic	16.98
	- Motor Vehicle Mechanic Helper	15.20
	- Motor Vehicle Upholstery Worker	16.73
	- Motor Vehicle Wrecker	17.51
	- Painter, Automotive	18.28
	- Radiator Repair Specialist	17.51
	- Tire Repairer	13.74
	- Transmission Repair Specialist	19.26
	Food Preparation And Service Occupations	10
	- Baker	12.77
	- Cook I	13.49
	- Cook II	15.13
	- Dishwasher	9.06
	- Food Service Worker	11.06
	- Meat Cutter	18.61
	- Waiter/Waitress	8.88
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	19.87
	- Furniture Handler	13.12
	- Furniture Refinisher	19.10
	- Furniture Refinisher Helper	15.15
	- Furniture Repairer, Minor	17.19
	- Upholsterer	19.10
	General Services And Support Occupations	
	- Cleaner, Vehicles	12.43
	- Elevator Operator	12.43
	- Gardener	15.03
	- Housekeeping Aide	13.50
	- Janitor	13.50
	- Laborer, Grounds Maintenance	12.54
	- Maid or Houseman	11.03
	- Pruner	11.55
11270	- Tractor Operator	14.49
	- Trail Maintenance Worker	12.54
	- Window Cleaner	14.62
	Health Occupations	
	- Ambulance Driver	13.58
	- Breath Alcohol Technician	17.62
	- Certified Occupational Therapist Assistant	23.85
	- Certified Physical Therapist Assistant	24.66
	- Dental Assistant	16.74
12025	- Dental Hygienist	30.12

	- EKG Technician		25.84
	- Electroneurodiagnostic Technologist		25.84
12040	- Emergency Medical Technician		13.58
	- Licensed Practical Nurse I		15.75
12072	- Licensed Practical Nurse II		17.62
12073	- Licensed Practical Nurse III		19.65
12100	- Medical Assistant		16.78
12130	- Medical Laboratory Technician		23.44
12160	- Medical Record Clerk		16.52
12190	- Medical Record Technician		18.48
12195	- Medical Transcriptionist		20.27
12210	- Nuclear Medicine Technologist		38.73
12221	- Nursing Assistant I		11.45
	- Nursing Assistant II		12.88
	- Nursing Assistant III		14.05
	- Nursing Assistant IV		15.77
	- Optical Dispenser		14.76
	- Optical Technician		15.75
	- Pharmacy Technician		16.19
	- Phlebotomist		15.01
12305	- Radiologic Technologist		27.13
	- Registered Nurse I		24.49
	- Registered Nurse II		29.96
	- Registered Nurse II, Specialist		29.96
	- Registered Nurse III		36.24
	- Registered Nurse III, Anesthetist		36.24
	- Registered Nurse IV		41.98
	- Scheduler (Drug and Alcohol Testing)		21.83
	- Substance Abuse Treatment Counselor		24.45
	Information And Arts Occupations		21.10
	- Exhibits Specialist I		16.66
	- Exhibits Specialist II		20.65
	- Exhibits Specialist III		25.26
	- Illustrator I		16.66
	- Illustrator II		20.65
	- Illustrator III		25.26
	- Librarian		23.03
	- Library Aide/Clerk		12.85
	- Library Information Technology Systems		20.65
	istrator		20.05
	- Library Technician		15.04
	- Media Specialist I		14.90
	- Media Specialist I - Media Specialist II		
	- Media Specialist II - Media Specialist III		16.66 18.58
	- Photographer I		
			14.42
	- Photographer II		16.54
	- Photographer III		20.49
	- Photographer IV		25.07
	- Photographer V		30.33
	- Technical Order Library Clerk		16.90
	- Video Teleconference Technician		19.98
	Information Technology Occupations		1 4 6 4
	- Computer Operator I		14.64
	- Computer Operator II		16.37
	- Computer Operator III		18.35
	- Computer Operator IV		20.43
	- Computer Operator V		23.66
	- Computer Programmer I	(see 1)	17.71
	- Computer Programmer II	(see 1)	22.12
	- Computer Programmer III	(see 1)	26.85
14074	- Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II		
14103 - Computer Systems Analyst II		
14150 - Peripheral Equipment Operat		14.64
14160 - Personal Computer Support T		20.43
14170 - System Support Specialist		24.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices In		27.07
15020 - Aircrew Training Devices In		32.75
15030 - Air Crew Training Devices I		39.26
15050 - Computer Based Training Spe	cialist / Instructor	27.52
15060 - Educational Technologist		28.75
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist	ad Int/Dran	22.32 39.26
15085 - Maintenance Test Pilot, Fix 15086 - Maintenance Test Pilot, Rot		39.26
15088 - Non-Maintenance Test/Co-Pil	1 9	39.20
15090 - Technical Instructor		19.23
15095 - Technical Instructor/Course	Developer	23.52
15110 - Test Proctor	Developer	15.55
15120 - Tutor		15.55
16000 - Laundry, Dry-Cleaning, Pressi:	ng And Related Occupations	
16010 - Assembler	5	11.70
16030 - Counter Attendant		11.70
16040 - Dry Cleaner		14.66
16070 - Finisher, Flatwork, Machine		11.70
16090 - Presser, Hand		11.70
16110 - Presser, Machine, Drycleani:	ng	11.70
16130 - Presser, Machine, Shirts		11.70
16160 - Presser, Machine, Wearing Ag	pparel, Laundry	11.70
16190 - Sewing Machine Operator		15.53
16220 - Tailor		16.40
16250 - Washer, Machine		12.94
19000 - Machine Tool Operation And Rep		10 05
19010 - Machine-Tool Operator (Tool 19040 - Tool And Die Maker	ROOM)	19.95 23.73
21000 - Materials Handling And Packing	a Occupations	23.13
21020 - Forklift Operator	g occupacions	17.38
21020 - Material Coordinator		20.33
21040 - Material Expediter		20.33
21050 - Material Handling Laborer		15.46
21071 - Order Filler		12.50
21080 - Production Line Worker (Foo	d Processing)	17.38
21110 - Shipping Packer	-	17.07
21130 - Shipping/Receiving Clerk		17.07
21140 - Store Worker I		14.40
21150 - Stock Clerk		18.39
21210 - Tools And Parts Attendant		17.38
21410 - Warehouse Specialist		17.38
23000 - Mechanics And Maintenance And		
23010 - Aerospace Structural Welder		25.05
23019 - Aircraft Logs and Records To	ecnnician	20.58
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II		23.98 25.05
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III		25.05
23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper		26.15
23040 - Aircraft, Painter		22.90
23060 - Aircraft Servicer		20.58
23070 - Aircraft Survival Flight Eq	uipment Technician	20.00
23080 - Aircraft Worker		21.73
23091 - Aircrew Life Support Equipm	ent (ALSE) Mechanic	21.73

2009 - Aircrew Life Support Equipment (ALSE) Mechanic 23.98 II 23110 - Appliance Mechanic 20.39 23120 - Bicycle Repairer 70.91 23120 - Carpenter, Maintenance 35.95 23130 - Carpenter, Maintenance 26.77 23140 - Carpenter, Maintenance 21.73 23160 - Electroics Technician Maintenance I 21.73 23182 - Electronics Technician Maintenance II 25.43 23200 - Fabric Worker 23.88 23310 - Fire Alarm System Mechanic 23.98 23311 - Fuel Distribution System Mechanic 23.98 23312 - Fuel Distribution System Mechanic 23.98 23313 - Ground Support Equipment Mechanic 23.98 23329 - Ground Support Equipment Mechanic 23.98 23329 - Ground Support Equipment Mechanic 23.98 2340 - Heavy Equipment Mechanic 23.99 23410 - Heating, Ventilation And Air-Conditioning 22.34 Mechanic 23.99	23092 - Aircrew Life Support Equipment (ALSE) Mechanic 23.1 II Appliance Mechanic 20.1 23110 - Appliance Mechanic 20.1 23120 - Cable Splicer 31.1 23120 - Capet Layer 31.1 23140 - Carpet Layer 31.1 23140 - Carpet Layer 21.1 23140 - Carpet Layer 21.1 23141 - Electronics Technician Maintenance I 21.1 23182 - Electronics Technician Maintenance II 22.3 23260 - Fabric Worker 20.1 23311 - Fire Alarm System Mechanic 23.3 23312 - Fuel Distribution System Mechanic 23.3 23312 - Fuel Distribution System Mechanic 23.3 23312 - Fuel Distribution System Mechanic 23.3 23313 - Ground Support Equipment Mechanic 23.3 23382 - Ground Support Equipment Mechanic 23.3 23382 - Ground Support Equipment Mechanic 23.2 23392 - Qunamith II 23.3 23400 - Heating, Ventilation And Air Conditioning 23.3 23410 - Heating, Ventilation And Air Conditioning 23.2 23440 - Ineavy Equipment Mechanic 23.3 <th>I</th> <th></th>	I	
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			10.00
			15.71
24570 - Child Care Attendant 12.01			
24580 - Child Care Center Clerk 14 53	24580 - Child Care Center Clerk 14.5	24580 - Child Care Center Clerk	14.53

24620	- Chore Aide - Family Readiness And Support Services inator	10.91 15.71
24630	- Homemaker Plant And System Operations Occupations	15.71
	- Boiler Tender	23.98
	- Sewage Plant Operator	24.13
	- Stationary Engineer	23.98
	- Ventilation Equipment Tender	18.14
	- Water Treatment Plant Operator	24.13
27000 -	Protective Service Occupations	
	- Alarm Monitor	20.18
27007	- Baggage Inspector	13.99
	- Corrections Officer	20.23
	- Court Security Officer	19.62
	- Detection Dog Handler	15.65
	- Detention Officer	20.23
	- Firefighter	17.50
	- Guard I	13.99
	- Guard II	15.65
-	- Police Officer I - Police Officer II	22.51
	Recreation Occupations	25.01
	- Carnival Equipment Operator	13.28
	- Carnival Equipment Repairer	14.18
	- Carnival Worker	10.58
	- Gate Attendant/Gate Tender	13.92
	- Lifeguard	11.34
	- Park Attendant (Aide)	15.58
	- Recreation Aide/Health Facility Attendant	11.37
	- Recreation Specialist	19.29
28630	- Sports Official	12.40
28690	- Swimming Pool Operator	15.92
29000 -	Stevedoring/Longshoremen Occupational Services	
	- Blocker And Bracer	21.73
	- Hatch Tender	21.73
	- Line Handler	21.73
	- Stevedore I	20.58
	- Stevedore II	22.90
	Technical Occupations	20 15
	 Air Traffic Control Specialist, Center (HFO) (see 2) Air Traffic Control Specialist, Station (HFO) (see 2) 	38.15 26.30
	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
	- Archeological Technician I	15.62
	- Archeological Technician II	18.39
	- Archeological Technician III	23.15
	- Cartographic Technician	23.15
	- Civil Engineering Technician	24.07
	- Cryogenic Technician I	23.49
30052	- Cryogenic Technician II	25.94
30061	- Drafter/CAD Operator I	15.62
	- Drafter/CAD Operator II	18.39
	- Drafter/CAD Operator III	20.84
	- Drafter/CAD Operator IV	25.64
	- Engineering Technician I	14.74
	- Engineering Technician II	16.54
	- Engineering Technician III	18.51
	- Engineering Technician IV	22.93
	- Engineering Technician V - Engineering Technician VI	28.04 33.93
	- Environmental Technician	25.43
50050	LITTE OFFICIENT FOOTFICE	20.40

30095 - Evidence Control Specialist		21.20
30210 - Laboratory Technician		19.55
30221 - Latent Fingerprint Technician I		23.49
30222 - Latent Fingerprint Technician II		25.94
30240 - Mathematical Technician		23.15
30361 - Paralegal/Legal Assistant I		18.51
30362 - Paralegal/Legal Assistant II		22.92
30363 - Paralegal/Legal Assistant III		28.05
30364 - Paralegal/Legal Assistant IV		33.93
30375 - Petroleum Supply Specialist		25.94
30390 - Photo-Optics Technician		23.15
30395 - Radiation Control Technician		25.94
30461 - Technical Writer I		23.15
30462 - Technical Writer II		28.32
30463 - Technical Writer III		34.26
30491 - Unexploded Ordnance (UXO) Technician I		24.24
30492 - Unexploded Ordnance (UXO) Technician II		29.33
30493 - Unexploded Ordnance (UXO) Technician III		35.16
30494 - Unexploded (UXO) Safety Escort		24.24
30495 - Unexploded (UXO) Sweep Personnel		24.24
30501 - Weather Forecaster I		25.64
30502 - Weather Forecaster II		31.19
30620 - Weather Observer, Combined Upper Air Or	(see 2)	20.84
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occu	upations	
31010 - Airplane Pilot		29.33
31020 - Bus Aide		12.49
31030 - Bus Driver		17.41
31043 - Driver Courier		13.31
31260 - Parking and Lot Attendant		13.77
31290 - Shuttle Bus Driver		14.63
31310 - Taxi Driver		10.81
31361 - Truckdriver, Light		14.63
31362 - Truckdriver, Medium		15.91
31363 - Truckdriver, Heavy		20.71
31364 - Truckdriver, Tractor-Trailer		20.71
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.30
99030 - Cashier		9.31
99050 - Desk Clerk		9.76
99095 - Embalmer		28.88
99130 - Flight Follower		24.24
99251 - Laboratory Animal Caretaker I		11.03
99252 - Laboratory Animal Caretaker II		11.77
99260 - Marketing Analyst		24.60
99310 - Mortician		28.88
99410 - Pest Controller		22.36
99510 - Photofinishing Worker		13.88
99710 - Recycling Laborer		17.62
99711 - Recycling Specialist		20.36
99730 - Refuse Collector		16.28
99810 - Sales Clerk		11.75
99820 - School Crossing Guard		15.44
99830 - Survey Party Chief		26.89
99831 - Surveying Aide		15.72
99832 - Surveying Technician		20.64
99840 - Vending Machine Attendant		19.71
99841 - Vending Machine Repairer		23.31
99842 - Vending Machine Repairer Helper		19.71

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 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. (See 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 (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)).