

WAGE DETERMINATIONS

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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.: 2005-2123  
Revision No.: 14  
Date Of Revision: 06/19/2013

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

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

OCCUPATION CODE - TITLE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
12.83	
01012 - Accounting Clerk II	
14.39	
01013 - Accounting Clerk III	
16.10	
01020 - Administrative Assistant	
20.26	
01040 - Court Reporter	
19.01	
01051 - Data Entry Operator I	
11.67	
01052 - Data Entry Operator II	
13.25	
01060 - Dispatcher, Motor Vehicle	
17.17	
01070 - Document Preparation Clerk	
12.27	
01090 - Duplicating Machine Operator	
12.00	
01111 - General Clerk I	
11.78	
01112 - General Clerk II	
12.86	
01113 - General Clerk III	
14.43	
01120 - Housing Referral Assistant	
18.23	
01141 - Messenger Courier	
11.28	
01191 - Order Clerk I	
11.88	
01192 - Order Clerk II	
12.96	
01261 - Personnel Assistant (Employment) I	
13.74	
01262 - Personnel Assistant (Employment) II	
15.77	
01263 - Personnel Assistant (Employment) III	
17.14	
01270 - Production Control Clerk	
18.85	
01280 - Receptionist	
12.05	

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01290 - Rental Clerk  
13.74  
01300 - Scheduler, Maintenance  
14.16  
01311 - Secretary I  
14.16  
01312 - Secretary II  
16.35  
01313 - Secretary III  
18.23  
01320 - Service Order Dispatcher  
14.87  
01410 - Supply Technician  
21.79  
01420 - Survey worker  
15.33  
01531 - Travel Clerk I  
12.32  
01532 - Travel Clerk II  
12.86  
01533 - Travel Clerk III  
13.44  
01611 - Word Processor I  
14.54  
01612 - Word Processor II  
16.32  
01613 - Word Processor III  
18.25  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
19.45  
05010 - Automotive Electrician  
17.28  
05040 - Automotive Glass Installer  
16.36  
05070 - Automotive Worker  
16.36  
05110 - Mobile Equipment Servicer  
13.56  
05130 - Motor Equipment Metal Mechanic  
18.18  
05160 - Motor Equipment Metal Worker  
16.36  
05190 - Motor Vehicle Mechanic  
18.18  
05220 - Motor Vehicle Mechanic Helper  
13.10  
05250 - Motor Vehicle Upholstery Worker  
15.80  
05280 - Motor Vehicle wrecker  
16.37  
05310 - Painter, Automotive  
17.92  
05340 - Radiator Repair Specialist  
16.36  
05370 - Tire Repairer  
10.83  
05400 - Transmission Repair Specialist  
18.18  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.42  
07041 - Cook I  
10.88  
07042 - Cook II  
12.39  
07070 - Dishwasher  
8.71

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07130 - Food Service Worker  
9.24  
07210 - Meat Cutter  
12.62  
07260 - Waiter/Waitress  
9.61  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
14.18  
09040 - Furniture Handler  
9.40  
09080 - Furniture Refinisher  
14.18  
09090 - Furniture Refinisher Helper  
11.04  
09110 - Furniture Repairer, Minor  
12.53  
09130 - Upholsterer  
14.72  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.22  
11060 - Elevator Operator  
10.13  
11090 - Gardener  
13.71  
11122 - Housekeeping Aide  
10.49  
11150 - Janitor  
10.71  
11210 - Laborer, Grounds Maintenance  
11.17  
11240 - Maid or Houseman  
9.70  
11260 - Pruner  
9.83  
11270 - Tractor Operator  
12.62  
11330 - Trail Maintenance Worker  
10.53  
11360 - Window Cleaner  
13.14  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.90  
12011 - Breath Alcohol Technician  
16.12  
12012 - Certified Occupational Therapist Assistant  
26.19  
12015 - Certified Physical Therapist Assistant  
25.00  
12020 - Dental Assistant  
16.71  
12025 - Dental Hygienist  
30.66  
12030 - EKG Technician  
20.11  
12035 - Electroneurodiagnostic Technologist  
20.11  
12040 - Emergency Medical Technician  
15.90  
12071 - Licensed Practical Nurse I  
14.95  
12072 - Licensed Practical Nurse II  
16.72  
12073 - Licensed Practical Nurse III  
18.65  
12100 - Medical Assistant

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13.32  
12130 - Medical Laboratory Technician  
17.14  
12160 - Medical Record Clerk  
14.88  
12190 - Medical Record Technician  
14.89  
12195 - Medical Transcriptionist  
15.03  
12210 - Nuclear Medicine Technologist  
30.76  
12221 - Nursing Assistant I  
9.39  
12222 - Nursing Assistant II  
10.56  
12223 - Nursing Assistant III  
11.12  
12224 - Nursing Assistant IV  
12.46  
12235 - Optical Dispenser  
19.70  
12236 - Optical Technician  
16.81  
12250 - Pharmacy Technician  
15.85  
12280 - Phlebotomist  
12.46  
12305 - Radiologic Technologist  
22.22  
12311 - Registered Nurse I  
22.12  
12312 - Registered Nurse II  
27.06  
12313 - Registered Nurse II, Specialist  
27.06  
12314 - Registered Nurse III  
32.74  
12315 - Registered Nurse III, Anesthetist  
32.74  
12316 - Registered Nurse IV  
39.23  
12317 - Scheduler (Drug and Alcohol Testing)  
22.12  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.37  
13012 - Exhibits Specialist II  
22.76  
13013 - Exhibits Specialist III  
27.81  
13041 - Illustrator I  
21.64  
13042 - Illustrator II  
25.12  
13043 - Illustrator III  
31.42  
13047 - Librarian  
27.87  
13050 - Library Aide/Clerk  
12.77  
13054 - Library Information Technology Systems  
25.12  
Administrator  
13058 - Library Technician  
13.93  
13061 - Media Specialist I  
16.23  
13062 - Media Specialist II

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- 17.11
- 13063 - Media Specialist III
- 19.07
- 13071 - Photographer I
- 13.91
- 13072 - Photographer II
- 15.91
- 13073 - Photographer III
- 19.29
- 13074 - Photographer IV
- 23.54
- 13075 - Photographer V
- 28.55
- 13110 - Video Teleconference Technician
- 17.85
- 14000 - Information Technology Occupations
- 14041 - Computer Operator I
- 17.38
- 14042 - Computer Operator II
- 19.58
- 14043 - Computer Operator III
- 22.42
- 14044 - Computer Operator IV
- 24.72
- 14045 - Computer Operator V
- 27.37
- 14071 - Computer Programmer I (see 1)
- 22.24
- 14072 - Computer Programmer II (see 1)
- 27.56
- 14073 - Computer Programmer III (see 1)
- 14074 - Computer Programmer IV (see 1)
- 14101 - Computer Systems Analyst I (see 1)
- 14102 - Computer Systems Analyst II (see 1)
- 14103 - Computer Systems Analyst III (see 1)
- 14150 - Peripheral Equipment Operator
- 17.38
- 14160 - Personal Computer Support Technician
- 24.72
- 15000 - Instructional Occupations
- 15010 - Aircrew Training Devices Instructor (Non-Rated)
- 28.67
- 15020 - Aircrew Training Devices Instructor (Rated)
- 39.50
- 15030 - Air Crew Training Devices Instructor (Pilot)
- 41.13
- 15050 - Computer Based Training Specialist / Instructor
- 30.03
- 15060 - Educational Technologist
- 28.24
- 15070 - Flight Instructor (Pilot)
- 41.13
- 15080 - Graphic Artist
- 22.58
- 15090 - Technical Instructor
- 20.56
- 15095 - Technical Instructor/Course Developer
- 25.15
- 15110 - Test Proctor
- 16.59
- 15120 - Tutor
- 16.59
- 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
- 16010 - Assembler
- 9.54
- 16030 - Counter Attendant
- 9.54
- 16040 - Dry Cleaner

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11.46  
16070 - Finisher, Flatwork, Machine  
9.54  
16090 - Presser, Hand  
9.54  
16110 - Presser, Machine, Drycleaning  
9.54  
16130 - Presser, Machine, Shirts  
9.54  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.54  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.84  
16250 - washer, Machine  
10.13  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
15.60  
19040 - Tool And Die Maker  
19.67  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
13.44  
21030 - Material Coordinator  
18.74  
21040 - Material Expediter  
18.74  
21050 - Material Handling Laborer  
10.95  
21071 - Order Filler  
11.41  
21080 - Production Line Worker (Food Processing)  
13.44  
21110 - Shipping Packer  
12.46  
21130 - Shipping/Receiving Clerk  
12.46  
21140 - Store Worker I  
9.67  
21150 - Stock Clerk  
13.77  
21210 - Tools And Parts Attendant  
13.48  
21410 - Warehouse Specialist  
13.75  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural welder  
25.23  
23021 - Aircraft Mechanic I  
23.79  
23022 - Aircraft Mechanic II  
25.23  
23023 - Aircraft Mechanic III  
32.17  
23040 - Aircraft Mechanic Helper  
17.62  
23050 - Aircraft, Painter  
22.20  
23060 - Aircraft Servicer  
19.97  
23080 - Aircraft worker  
21.39  
23110 - Appliance Mechanic  
18.09  
23120 - Bicycle Repairer  
12.47

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23125 - Cable Splicer  
24.89  
23130 - Carpenter, Maintenance  
17.26  
23140 - Carpet Layer  
17.76  
23160 - Electrician, Maintenance  
18.03  
23181 - Electronics Technician Maintenance I  
18.27  
23182 - Electronics Technician Maintenance II  
19.57  
23183 - Electronics Technician Maintenance III  
20.85  
23260 - Fabric worker  
15.74  
23290 - Fire Alarm System Mechanic  
18.68  
23310 - Fire Extinguisher Repairer  
14.55  
23311 - Fuel Distribution System Mechanic  
19.15  
23312 - Fuel Distribution System Operator  
16.65  
23370 - General Maintenance Worker  
15.66  
23380 - Ground Support Equipment Mechanic  
23.76  
23381 - Ground Support Equipment Servicer  
19.95  
23382 - Ground Support Equipment Worker  
21.37  
23391 - Gunsmith I  
14.55  
23392 - Gunsmith II  
16.89  
23393 - Gunsmith III  
19.27  
23410 - Heating, Ventilation And Air-Conditioning  
16.94  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
18.33  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
18.96  
23440 - Heavy Equipment Operator  
16.93  
23460 - Instrument Mechanic  
18.69  
23465 - Laboratory/Shelter Mechanic  
18.09  
23470 - Laborer  
12.73  
23510 - Locksmith  
17.34  
23530 - Machinery Maintenance Mechanic  
19.66  
23550 - Machinist, Maintenance  
17.28  
23580 - Maintenance Trades Helper  
12.84  
23591 - Metrology Technician I  
18.69  
23592 - Metrology Technician II  
19.82  
23593 - Metrology Technician III  
20.97

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23640 - Millwright  
 20.77  
 23710 - Office Appliance Repairer  
 18.26  
 23760 - Painter, Maintenance  
 14.70  
 23790 - Pipefitter, Maintenance  
 16.69  
 23810 - Plumber, Maintenance  
 15.86  
 23820 - Pneudraulic Systems Mechanic  
 19.27  
 23850 - Rigger  
 20.99  
 23870 - Scale Mechanic  
 16.89  
 23890 - Sheet-Metal worker, Maintenance  
 17.37  
 23910 - Small Engine Mechanic  
 15.35  
 23931 - Telecommunications Mechanic I  
 20.77  
 23932 - Telecommunications Mechanic II  
 22.02  
 23950 - Telephone Lineman  
 20.19  
 23960 - welder, Combination, Maintenance  
 17.45  
 23965 - well Driller  
 19.27  
 23970 - woodcraft worker  
 19.27  
 23980 - Woodworker  
 13.94  
 24000 - Personal Needs Occupations  
 24570 - Child Care Attendant  
 11.67  
 24580 - Child Care Center Clerk  
 14.56  
 24610 - Chore Aide  
 9.22  
 24620 - Family Readiness And Support Services  
 14.56  
 Coordinator  
 24630 - Homemaker  
 17.53  
 25000 - Plant And System Operations Occupations  
 25010 - Boiler Tender  
 23.83  
 25040 - Sewage Plant Operator  
 19.63  
 25070 - Stationary Engineer  
 23.83  
 25190 - Ventilation Equipment Tender  
 13.45  
 25210 - Water Treatment Plant Operator  
 19.63  
 27000 - Protective Service Occupations  
 27004 - Alarm Monitor  
 16.54  
 27007 - Baggage Inspector  
 11.12  
 27008 - Corrections Officer  
 20.09  
 27010 - Court Security Officer  
 20.47  
 27030 - Detection Dog Handler  
 16.11

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- 27040 - Detention Officer
- 20.09
- 27070 - Firefighter
- 17.72
- 27101 - Guard I
- 11.12
- 27102 - Guard II
- 16.05
- 27131 - Police Officer I
- 23.56
- 27132 - Police Officer II
- 26.18
- 28000 - Recreation Occupations
- 28041 - Carnival Equipment Operator
- 12.86
- 28042 - Carnival Equipment Repairer
- 13.66
- 28043 - Carnival Equipment worker
- 10.52
- 28210 - Gate Attendant/Gate Tender
- 12.08
- 28310 - Lifeguard
- 11.34
- 28350 - Park Attendant (Aide)
- 14.24
- 28510 - Recreation Aide/Health Facility Attendant
- 9.56
- 28515 - Recreation Specialist
- 13.01
- 28630 - Sports Official
- 11.34
- 28690 - Swimming Pool Operator
- 17.85
- 29000 - Stevedoring/Longshoremen Occupational Services
- 29010 - Blocker And Bracer
- 20.61
- 29020 - Hatch Tender
- 20.61
- 29030 - Line Handler
- 20.61
- 29041 - Stevedore I
- 18.19
- 29042 - Stevedore II
- 22.07
- 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
- 17.87
- 30022 - Archeological Technician II
- 19.99
- 30023 - Archeological Technician III
- 25.89
- 30030 - Cartographic Technician
- 25.56
- 30040 - Civil Engineering Technician
- 21.23
- 30061 - Drafter/CAD Operator I
- 17.87
- 30062 - Drafter/CAD Operator II
- 19.99
- 30063 - Drafter/CAD Operator III
- 22.30
- 30064 - Drafter/CAD Operator IV

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27.43  
 30081 - Engineering Technician I  
 15.95  
 30082 - Engineering Technician II  
 17.87  
 30083 - Engineering Technician III  
 20.85  
 30084 - Engineering Technician IV  
 24.77  
 30085 - Engineering Technician V  
 30.30  
 30086 - Engineering Technician VI  
 36.66  
 30090 - Environmental Technician  
 17.42  
 30210 - Laboratory Technician  
 18.95  
 30240 - Mathematical Technician  
 24.18  
 30361 - Paralegal/Legal Assistant I  
 19.15  
 30362 - Paralegal/Legal Assistant II  
 22.65  
 30363 - Paralegal/Legal Assistant III  
 27.70  
 30364 - Paralegal/Legal Assistant IV  
 33.61  
 30390 - Photo-Optics Technician  
 24.77  
 30461 - Technical writer I  
 19.45  
 30462 - Technical writer II  
 23.79  
 30463 - Technical writer III  
 27.41  
 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 (see 2)  
 22.30  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 24.77  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31020 - Bus Aide  
 9.19  
 31030 - Bus Driver  
 15.24  
 31043 - Driver Courier  
 13.30  
 31260 - Parking and Lot Attendant  
 9.04  
 31290 - Shuttle Bus Driver  
 15.10  
 31310 - Taxi Driver  
 10.99  
 31361 - Truckdriver, Light  
 15.10  
 31362 - Truckdriver, Medium  
 16.10  
 31363 - Truckdriver, Heavy

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18.56  
31364 - Truckdriver, Tractor-Trailer  
18.56  
99000 - Miscellaneous Occupations  
99030 - Cashier  
9.94  
99050 - Desk Clerk  
12.38  
99095 - Embalmer  
22.06  
99251 - Laboratory Animal Caretaker I  
9.98  
99252 - Laboratory Animal Caretaker II  
10.48  
99310 - Mortician  
24.41  
99410 - Pest Controller  
15.51  
99510 - Photofinishing Worker  
12.51  
99710 - Recycling Laborer  
16.26  
99711 - Recycling Specialist  
19.07  
99730 - Refuse Collector  
14.43  
99810 - Sales Clerk  
13.66  
99820 - School Crossing Guard  
9.24  
99830 - Survey Party Chief  
18.23  
99831 - Surveying Aide  
12.51  
99832 - Surveying Technician  
17.15  
99840 - Vending Machine Attendant  
12.90  
99841 - Vending Machine Repairer  
16.51  
99842 - Vending Machine Repairer Helper  
13.05

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 4174)

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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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

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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)}

## WAGE DETERMINATIONS

### 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.