

01112	- General Clerk II	16.15
01113	- General Clerk III	18.12
01120	- Housing Referral Assistant	20.82
01141	- Messenger Courier	12.42***
01191	- Order Clerk I	15.55
01192	- Order Clerk II	16.97
01261	- Personnel Assistant (Employment) I	16.01
01262	- Personnel Assistant (Employment) II	17.91
01263	- Personnel Assistant (Employment) III	19.97
01270	- Production Control Clerk	22.55
01290	- Rental Clerk	17.14
01300	- Scheduler Maintenance	16.69
01311	- Secretary I	16.69
01312	- Secretary II	18.68
01313	- Secretary III	20.82
01320	- Service Order Dispatcher	18.36
01410	- Supply Technician	28.77
01420	- Survey Worker	17.91
01460	- Switchboard Operator/Receptionist	14.16***
01531	- Travel Clerk I	13.87***
01532	- Travel Clerk II	14.82***
01533	- Travel Clerk III	15.91
01611	- Word Processor I	14.87***
01612	- Word Processor II	16.69
01613	- Word Processor III	18.68
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer Fiberglass	22.06
05010	- Automotive Electrician	21.95
05040	- Automotive Glass Installer	20.80
05070	- Automotive Worker	20.80
05110	- Mobile Equipment Servicer	18.56
05130	- Motor Equipment Metal Mechanic	23.07
05160	- Motor Equipment Metal Worker	20.80
05190	- Motor Vehicle Mechanic	23.07
05220	- Motor Vehicle Mechanic Helper	17.54
05250	- Motor Vehicle Upholstery Worker	19.61
05280	- Motor Vehicle Wrecker	20.80
05310	- Painter Automotive	21.95
05340	- Radiator Repair Specialist	20.80
05370	- Tire Repairer	17.62
05400	- Transmission Repair Specialist	23.07
07000	- Food Preparation And Service Occupations	
07010	- Baker	17.67
07041	- Cook I	16.28
07042	- Cook II	17.67
07070	- Dishwasher	13.43***
07130	- Food Service Worker	13.43***
07210	- Meat Cutter	17.92
07260	- Waiter/Waitress	14.34***
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	26.07
09040	- Furniture Handler	18.46
09080	- Furniture Refinisher	26.07
09090	- Furniture Refinisher Helper	20.94
09110	- Furniture Repairer Minor	23.28
09130	- Upholsterer	26.07
11000	- General Services And Support Occupations	
11030	- Cleaner Vehicles	13.73***
11060	- Elevator Operator	15.66
11090	- Gardener	17.27
11122	- Housekeeping Aide	15.66
11150	- Janitor	15.66
11210	- Laborer Grounds Maintenance	14.39***

11240 - Maid or Houseman	12.12***
11260 - Pruner	14.77***
11270 - Tractor Operator	16.32
11330 - Trail Maintenance Worker	14.39***
11360 - Window Cleaner	16.75
12000 - Health Occupations	
12010 - Ambulance Driver	24.06
12011 - Breath Alcohol Technician	24.72
12012 - Certified Occupational Therapist Assistant	33.91
12015 - Certified Physical Therapist Assistant	28.63
12020 - Dental Assistant	18.64
12025 - Dental Hygienist	29.66
12030 - EKG Technician	37.47
12035 - Electroneurodiagnostic Technologist	37.47
12040 - Emergency Medical Technician	24.06
12071 - Licensed Practical Nurse I	22.11
12072 - Licensed Practical Nurse II	24.72
12073 - Licensed Practical Nurse III	27.56
12100 - Medical Assistant	17.89
12130 - Medical Laboratory Technician	25.37
12160 - Medical Record Clerk	18.80
12190 - Medical Record Technician	21.04
12195 - Medical Transcriptionist	22.11
12210 - Nuclear Medicine Technologist	54.33
12221 - Nursing Assistant I	12.52***
12222 - Nursing Assistant II	14.07***
12223 - Nursing Assistant III	15.35
12224 - Nursing Assistant IV	17.23
12235 - Optical Dispenser	21.73
12236 - Optical Technician	22.11
12250 - Pharmacy Technician	17.39
12280 - Phlebotomist	22.11
12305 - Radiologic Technologist	29.79
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II Specialist	30.09
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III Anesthetist	36.40
12316 - Registered Nurse IV	43.57
12317 - Scheduler (Drug and Alcohol Testing)	30.61
12320 - Substance Abuse Treatment Counselor	28.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.92
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.70
13041 - Illustrator I	20.92
13042 - Illustrator II	25.91
13043 - Illustrator III	31.70
13047 - Librarian	28.70
13050 - Library Aide/Clerk	16.38
13054 - Library Information Technology Systems Administrator	25.91
13058 - Library Technician	15.27
13061 - Media Specialist I	18.70
13062 - Media Specialist II	20.92
13063 - Media Specialist III	23.32
13071 - Photographer I	18.70
13072 - Photographer II	20.92
13073 - Photographer III	25.91
13074 - Photographer IV	31.38
13075 - Photographer V	37.68
13090 - Technical Order Library Clerk	19.04
13110 - Video Teleconference Technician	18.70

14000 - Information Technology Occupations	
14041 - Computer Operator I	17.12
14042 - Computer Operator II	19.15
14043 - Computer Operator III	21.36
14044 - Computer Operator IV	23.73
14045 - Computer Operator V	26.27
14071 - Computer Programmer I	(see 1) 21.24
14072 - Computer Programmer II	(see 1) 26.32
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	17.12
14160 - Personal Computer Support Technician	23.73
14170 - System Support Specialist	26.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.15
15020 - Aircrew Training Devices Instructor (Rated)	38.89
15030 - Air Crew Training Devices Instructor (Pilot)	46.07
15050 - Computer Based Training Specialist / Instructor	32.15
15060 - Educational Technologist	37.12
15070 - Flight Instructor (Pilot)	46.07
15080 - Graphic Artist	23.88
15085 - Maintenance Test Pilot Fixed Jet/Prop	46.07
15086 - Maintenance Test Pilot Rotary Wing	46.07
15088 - Non-Maintenance Test/Co-Pilot	46.07
15090 - Technical Instructor	24.30
15095 - Technical Instructor/Course Developer	29.73
15110 - Test Proctor	19.97
15120 - Tutor	19.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.49***
16030 - Counter Attendant	11.49***
16040 - Dry Cleaner	15.09
16070 - Finisher Flatwork Machine	11.49***
16090 - Presser Hand	11.49***
16110 - Presser Machine Drycleaning	11.49***
16130 - Presser Machine Shirts	11.49***
16160 - Presser Machine Wearing Apparel Laundry	11.49***
16190 - Sewing Machine Operator	16.37
16220 - Tailor	17.60
16250 - Washer Machine	12.73***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.32
19040 - Tool And Die Maker	32.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.07
21030 - Material Coordinator	23.20
21040 - Material Expediter	23.20
21050 - Material Handling Laborer	16.60
21071 - Order Filler	15.26
21080 - Production Line Worker (Food Processing)	21.07
21110 - Shipping Packer	18.87
21130 - Shipping/Receiving Clerk	18.87
21140 - Store Worker I	16.47
21150 - Stock Clerk	20.25
21210 - Tools And Parts Attendant	21.07
21410 - Warehouse Specialist	21.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.89
23019 - Aircraft Logs and Records Technician	23.40
23021 - Aircraft Mechanic I	27.53

23022 - Aircraft Mechanic II	28.89
23023 - Aircraft Mechanic III	30.16
23040 - Aircraft Mechanic Helper	20.94
23050 - Aircraft Painter	26.20
23060 - Aircraft Servicer	23.40
23070 - Aircraft Survival Flight Equipment Technician	26.20
23080 - Aircraft Worker	24.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.53
23110 - Appliance Mechanic	26.20
23120 - Bicycle Repairer	22.15
23125 - Cable Splicer	27.53
23130 - Carpenter Maintenance	23.01
23140 - Carpet Layer	24.82
23160 - Electrician Maintenance	36.54
23181 - Electronics Technician Maintenance I	24.82
23182 - Electronics Technician Maintenance II	26.20
23183 - Electronics Technician Maintenance III	27.53
23260 - Fabric Worker	23.40
23290 - Fire Alarm System Mechanic	27.53
23310 - Fire Extinguisher Repairer	22.15
23311 - Fuel Distribution System Mechanic	27.40
23312 - Fuel Distribution System Operator	22.04
23370 - General Maintenance Worker	20.26
23380 - Ground Support Equipment Mechanic	27.53
23381 - Ground Support Equipment Servicer	23.40
23382 - Ground Support Equipment Worker	24.82
23391 - Gunsmith I	22.15
23392 - Gunsmith II	24.82
23393 - Gunsmith III	27.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.27
23430 - Heavy Equipment Mechanic	27.53
23440 - Heavy Equipment Operator	29.15
23460 - Instrument Mechanic	27.53
23465 - Laboratory/Shelter Mechanic	26.20
23470 - Laborer	16.60
23510 - Locksmith	26.20
23530 - Machinery Maintenance Mechanic	29.22
23550 - Machinist Maintenance	28.74
23580 - Maintenance Trades Helper	20.94
23591 - Metrology Technician I	27.53
23592 - Metrology Technician II	28.89
23593 - Metrology Technician III	30.16
23640 - Millwright	29.94
23710 - Office Appliance Repairer	26.20
23760 - Painter Maintenance	26.20
23790 - Pipefitter Maintenance	29.44
23810 - Plumber Maintenance	28.02
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	27.53
23870 - Scale Mechanic	24.82
23890 - Sheet-Metal Worker Maintenance	32.30
23910 - Small Engine Mechanic	24.82
23931 - Telecommunications Mechanic I	27.53
23932 - Telecommunications Mechanic II	28.89
23950 - Telephone Lineman	27.53
23960 - Welder Combination Maintenance	21.46
23965 - Well Driller	27.53

23970 - Woodcraft Worker	27.53
23980 - Woodworker	22.15
24000 - Personal Needs Occupations	
24550 - Case Manager	17.80
24570 - Child Care Attendant	11.60***
24580 - Child Care Center Clerk	14.47***
24610 - Chore Aide	13.88***
24620 - Family Readiness And Support Services Coordinator	17.80
24630 - Homemaker	17.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.53
25040 - Sewage Plant Operator	23.17
25070 - Stationary Engineer	27.53
25190 - Ventilation Equipment Tender	20.84
25210 - Water Treatment Plant Operator	23.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.29
27007 - Baggage Inspector	15.14
27008 - Corrections Officer	25.56
27010 - Court Security Officer	25.56
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	25.56
27070 - Firefighter	25.85
27101 - Guard I	15.14
27102 - Guard II	16.94
27131 - Police Officer I	27.95
27132 - Police Officer II	31.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47***
28210 - Gate Attendant/Gate Tender	17.51
28310 - Lifeguard	15.60
28350 - Park Attendant (Aide)	19.58
28510 - Recreation Aide/Health Facility Attendant	14.29***
28515 - Recreation Specialist	24.27
28630 - Sports Official	15.60
28690 - Swimming Pool Operator	24.42
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.82
29020 - Hatch Tender	24.82
29030 - Line Handler	24.82
29041 - Stevedore I	23.74
29042 - Stevedore II	26.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.26
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	16.55
30022 - Archeological Technician II	18.51
30023 - Archeological Technician III	22.94
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	22.74
30051 - Cryogenic Technician I	25.18
30052 - Cryogenic Technician II	27.81
30061 - Drafter/CAD Operator I	16.55
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	14.89***
30082 - Engineering Technician II	16.55
30083 - Engineering Technician III	19.40

30084 - Engineering Technician IV	22.73
30085 - Engineering Technician V	27.81
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	22.73
30095 - Evidence Control Specialist	22.73
30210 - Laboratory Technician	20.46
30221 - Latent Fingerprint Technician I	25.18
30222 - Latent Fingerprint Technician II	27.81
30240 - Mathematical Technician	22.94
30361 - Paralegal/Legal Assistant I	18.32
30362 - Paralegal/Legal Assistant II	21.59
30363 - Paralegal/Legal Assistant III	26.41
30364 - Paralegal/Legal Assistant IV	31.96
30375 - Petroleum Supply Specialist	27.81
30390 - Photo-Optics Technician	22.94
30395 - Radiation Control Technician	27.81
30461 - Technical Writer I	22.94
30462 - Technical Writer II	28.07
30463 - Technical Writer III	33.65
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	25.40
30502 - Weather Forecaster II	30.89
30620 - Weather Observer Combined Upper Air Or	(see 2) 20.65
Surface Programs	
30621 - Weather Observer Senior	(see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	16.07
31030 - Bus Driver	20.37
31043 - Driver Courier	17.44
31260 - Parking and Lot Attendant	15.22
31290 - Shuttle Bus Driver	17.94
31310 - Taxi Driver	15.19
31361 - Truckdriver Light	18.45
31362 - Truckdriver Medium	19.49
31363 - Truckdriver Heavy	23.14
31364 - Truckdriver Tractor-Trailer	23.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.27***
99050 - Desk Clerk	14.03***
99095 - Embalmer	26.68
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	15.00
99252 - Laboratory Animal Caretaker II	15.87
99260 - Marketing Analyst	41.23
99310 - Mortician	26.68
99410 - Pest Controller	24.06
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	18.98
99711 - Recycling Specialist	21.53
99730 - Refuse Collector	17.74
99810 - Sales Clerk	13.92***
99820 - School Crossing Guard	17.74
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40***
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	21.53
99841 - Vending Machine Repairer	25.53

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered 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 10 years 4 after 15 years and 5 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt

computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."