

01113 - General Clerk III	17.43
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	14.16***
01191 - Order Clerk I	15.05***
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	16.50
01300 - Scheduler, Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	26.13
01420 - Survey Worker	17.74
01460 - Switchboard Operator/Receptionist	14.29***
01531 - Travel Clerk I	15.36***
01532 - Travel Clerk II	16.63
01533 - Travel Clerk III	17.88
01611 - Word Processor I	15.07***
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.42
05010 - Automotive Electrician	21.34
05040 - Automotive Glass Installer	20.03
05070 - Automotive Worker	20.03
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal Mechanic	22.65
05160 - Motor Equipment Metal Worker	20.03
05190 - Motor Vehicle Mechanic	22.65
05220 - Motor Vehicle Mechanic Helper	16.30
05250 - Motor Vehicle Upholstery Worker	18.70
05280 - Motor Vehicle Wrecker	20.03
05310 - Painter, Automotive	21.34
05340 - Radiator Repair Specialist	20.03
05370 - Tire Repairer	16.82
05400 - Transmission Repair Specialist	22.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	14.38***
07042 - Cook II	16.57
07070 - Dishwasher	13.14***
07130 - Food Service Worker	13.56***
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	13.21***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.80***
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.79
09110 - Furniture Repairer, Minor	20.65
09130 - Upholsterer	23.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.59
11060 - Elevator Operator	16.59
11090 - Gardener	22.02
11122 - Housekeeping Aide	16.03***
11150 - Janitor	16.03***
11210 - Laborer, Grounds Maintenance	16.92
11240 - Maid or Houseman	13.66***
11260 - Pruner	15.44***
11270 - Tractor Operator	20.35

11330 - Trail Maintenance Worker	16.92
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	18.61
12011 - Breath Alcohol Technician	25.64
12012 - Certified Occupational Therapist Assistant	35.16
12015 - Certified Physical Therapist Assistant	30.98
12020 - Dental Assistant	20.26
12025 - Dental Hygienist	43.92
12030 - EKG Technician	38.83
12035 - Electroneurodiagnostic Technologist	38.83
12040 - Emergency Medical Technician	18.61
12071 - Licensed Practical Nurse I	22.90
12072 - Licensed Practical Nurse II	25.64
12073 - Licensed Practical Nurse III	28.58
12100 - Medical Assistant	18.11
12130 - Medical Laboratory Technician	28.00
12160 - Medical Record Clerk	20.18
12190 - Medical Record Technician	22.57
12195 - Medical Transcriptionist	22.90
12210 - Nuclear Medicine Technologist	56.32
12221 - Nursing Assistant I	12.47***
12222 - Nursing Assistant II	14.02***
12223 - Nursing Assistant III	15.30***
12224 - Nursing Assistant IV	17.17
12235 - Optical Dispenser	17.61
12236 - Optical Technician	22.90
12250 - Pharmacy Technician	18.32
12280 - Phlebotomist	17.57
12305 - Radiologic Technologist	36.90
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	31.39
12320 - Substance Abuse Treatment Counselor	24.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.38
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	20.38
13042 - Illustrator II	25.26
13043 - Illustrator III	30.90
13047 - Librarian	27.96
13050 - Library Aide/Clerk	14.18***
13054 - Library Information Technology Systems Administrator	25.26
13058 - Library Technician	18.10
13061 - Media Specialist I	18.22
13062 - Media Specialist II	20.40
13063 - Media Specialist III	22.73
13071 - Photographer I	16.41
13072 - Photographer II	18.36
13073 - Photographer III	22.74
13074 - Photographer IV	27.81
13075 - Photographer V	33.65
13090 - Technical Order Library Clerk	17.16
13110 - Video Teleconference Technician	17.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.54
14042 - Computer Operator II	26.33
14043 - Computer Operator III	29.38
14044 - Computer Operator IV	32.65

14045 - Computer Operator V		36.15
14071 - Computer Programmer I	(see 1)	22.85
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		23.54
14160 - Personal Computer Support Technician		32.65
14170 - System Support Specialist		36.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		31.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.39
15086 - Maintenance Test Pilot, Rotary Wing		44.39
15088 - Non-Maintenance Test/Co-Pilot		44.39
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.41
16030 - Counter Attendant		16.41
16040 - Dry Cleaner		18.75
16070 - Finisher, Flatwork, Machine		16.41
16090 - Presser, Hand		16.41
16110 - Presser, Machine, Drycleaning		16.41
16130 - Presser, Machine, Shirts		16.41
16160 - Presser, Machine, Wearing Apparel, Laundry		16.41
16190 - Sewing Machine Operator		19.53
16220 - Tailor		20.31
16250 - Washer, Machine		17.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.99
19040 - Tool And Die Maker		32.15
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.45
21030 - Material Coordinator		26.54
21040 - Material Expediter		26.54
21050 - Material Handling Laborer		16.83
21071 - Order Filler		14.81***
21080 - Production Line Worker (Food Processing)		21.45
21110 - Shipping Packer		18.50
21130 - Shipping/Receiving Clerk		18.50
21140 - Store Worker I		15.09***
21150 - Stock Clerk		19.11
21210 - Tools And Parts Attendant		21.45
21410 - Warehouse Specialist		21.45
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.07
23019 - Aircraft Logs and Records Technician		22.78
23021 - Aircraft Mechanic I		27.59
23022 - Aircraft Mechanic II		29.07
23023 - Aircraft Mechanic III		30.67
23040 - Aircraft Mechanic Helper		19.57
23050 - Aircraft, Painter		25.99
23060 - Aircraft Servicer		22.78
23070 - Aircraft Survival Flight Equipment Technician		25.99
23080 - Aircraft Worker		24.40

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.59
23110 - Appliance Mechanic	25.99
23120 - Bicycle Repairer	21.17
23125 - Cable Splicer	47.46
23130 - Carpenter, Maintenance	25.76
23140 - Carpet Layer	24.40
23160 - Electrician, Maintenance	36.23
23181 - Electronics Technician Maintenance I	29.83
23182 - Electronics Technician Maintenance II	31.80
23183 - Electronics Technician Maintenance III	33.74
23260 - Fabric Worker	22.78
23290 - Fire Alarm System Mechanic	27.59
23310 - Fire Extinguisher Repairer	21.17
23311 - Fuel Distribution System Mechanic	27.59
23312 - Fuel Distribution System Operator	21.17
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	27.59
23381 - Ground Support Equipment Servicer	22.78
23382 - Ground Support Equipment Worker	24.40
23391 - Gunsmith I	21.17
23392 - Gunsmith II	24.40
23393 - Gunsmith III	27.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.60
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.14
23430 - Heavy Equipment Mechanic	29.68
23440 - Heavy Equipment Operator	23.92
23460 - Instrument Mechanic	27.59
23465 - Laboratory/Shelter Mechanic	25.99
23470 - Laborer	16.83
23510 - Locksmith	25.99
23530 - Machinery Maintenance Mechanic	29.14
23550 - Machinist, Maintenance	24.87
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	27.59
23592 - Metrology Technician II	29.07
23593 - Metrology Technician III	30.67
23640 - Millwright	30.04
23710 - Office Appliance Repairer	25.99
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	30.04
23810 - Plumber, Maintenance	28.30
23820 - Pneudraulic Systems Mechanic	27.59
23850 - Rigger	27.59
23870 - Scale Mechanic	24.40
23890 - Sheet-Metal Worker, Maintenance	27.79
23910 - Small Engine Mechanic	25.15
23931 - Telecommunications Mechanic I	30.82
23932 - Telecommunications Mechanic II	32.47
23950 - Telephone Lineman	27.45
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	27.59
23970 - Woodcraft Worker	27.59
23980 - Woodworker	21.17
24000 - Personal Needs Occupations	
24550 - Case Manager	18.99
24570 - Child Care Attendant	13.63***
24580 - Child Care Center Clerk	17.00
24610 - Chore Aide	13.63***
24620 - Family Readiness And Support Services Coordinator	18.99

24630 - Homemaker	18.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.45
25040 - Sewage Plant Operator	23.87
25070 - Stationary Engineer	27.45
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	23.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.06
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	35.05
27010 - Court Security Officer	26.65
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	35.05
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	33.12
27132 - Police Officer II	36.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.25
28042 - Carnival Equipment Repairer	19.74
28043 - Carnival Worker	13.87***
28210 - Gate Attendant/Gate Tender	17.44
28310 - Lifeguard	15.54***
28350 - Park Attendant (Aide)	19.51
28510 - Recreation Aide/Health Facility Attendant	14.24***
28515 - Recreation Specialist	24.17
28630 - Sports Official	15.54***
28690 - Swimming Pool Operator	24.39
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
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	16.14***
30022 - Archeological Technician II	18.43
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	36.30
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.14***
30062 - Drafter/CAD Operator II	18.43
30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	24.77
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	22.34
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	23.90
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	18.56
30362 - Paralegal/Legal Assistant II	22.98

30363 - Paralegal/Legal Assistant III	28.11
30364 - Paralegal/Legal Assistant IV	34.02
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.20
30462 - Technical Writer II	27.15
30463 - Technical Writer III	32.85
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	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.55
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 20.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.94***
31030 - Bus Driver	19.53
31043 - Driver Courier	16.77
31260 - Parking and Lot Attendant	14.00***
31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	16.58
31361 - Truckdriver, Light	18.15
31362 - Truckdriver, Medium	19.53
31363 - Truckdriver, Heavy	22.83
31364 - Truckdriver, Tractor-Trailer	22.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.15***
99050 - Desk Clerk	13.63***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	14.04***
99252 - Laboratory Animal Caretaker II	15.19***
99260 - Marketing Analyst	24.80
99310 - Mortician	26.22
99410 - Pest Controller	24.28
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	24.72
99711 - Recycling Specialist	29.74
99730 - Refuse Collector	22.20
99810 - Sales Clerk	13.65***
99820 - School Crossing Guard	19.38
99830 - Survey Party Chief	25.39
99831 - Surveying Aide	15.95***
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	20.86
99841 - Vending Machine Repairer	26.00
99842 - Vending Machine Repairer Helper	20.86

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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 5 years, 4 weeks after 10 years, and 5 weeks after 20 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, 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))."