

01113 - General Clerk III	16.21
01120 - Housing Referral Assistant	20.78
01141 - Messenger Courier	12.44***
01191 - Order Clerk I	15.08***
01192 - Order Clerk II	17.16
01261 - Personnel Assistant (Employment) I	16.74
01262 - Personnel Assistant (Employment) II	18.72
01263 - Personnel Assistant (Employment) III	20.87
01270 - Production Control Clerk	24.21
01290 - Rental Clerk	14.61***
01300 - Scheduler, Maintenance	16.66
01311 - Secretary I	16.66
01312 - Secretary II	18.64
01313 - Secretary III	20.78
01320 - Service Order Dispatcher	17.91
01410 - Supply Technician	27.82
01420 - Survey Worker	16.97
01460 - Switchboard Operator/Receptionist	13.88***
01531 - Travel Clerk I	13.55***
01532 - Travel Clerk II	14.95***
01533 - Travel Clerk III	16.14***
01611 - Word Processor I	14.84***
01612 - Word Processor II	16.66
01613 - Word Processor III	18.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.63
05010 - Automotive Electrician	19.81
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.65
05110 - Mobile Equipment Servicer	15.93***
05130 - Motor Equipment Metal Mechanic	21.07
05160 - Motor Equipment Metal Worker	18.65
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	14.87***
05250 - Motor Vehicle Upholstery Worker	17.46
05280 - Motor Vehicle Wrecker	18.65
05310 - Painter, Automotive	19.50
05340 - Radiator Repair Specialist	18.65
05370 - Tire Repairer	14.71***
05400 - Transmission Repair Specialist	21.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.34***
07041 - Cook I	12.67***
07042 - Cook II	14.62***
07070 - Dishwasher	10.08***
07130 - Food Service Worker	10.47***
07210 - Meat Cutter	16.05***
07260 - Waiter/Waitress	9.04***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.35
09040 - Furniture Handler	12.10***
09080 - Furniture Refinisher	18.35
09090 - Furniture Refinisher Helper	13.88***
09110 - Furniture Repairer, Minor	16.18***
09130 - Upholsterer	18.35
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.06***
11060 - Elevator Operator	11.45***
11090 - Gardener	18.45
11122 - Housekeeping Aide	11.45***
11150 - Janitor	11.45***
11210 - Laborer, Grounds Maintenance	13.92***
11240 - Maid or Houseman	10.15***
11260 - Pruner	12.33***
11270 - Tractor Operator	16.97

11330 - Trail Maintenance Worker	13.92***
11360 - Window Cleaner	12.93***
12000 - Health Occupations	
12010 - Ambulance Driver	15.97***
12011 - Breath Alcohol Technician	20.06
12012 - Certified Occupational Therapist Assistant	30.22
12015 - Certified Physical Therapist Assistant	29.80
12020 - Dental Assistant	18.84
12025 - Dental Hygienist	29.90
12030 - EKG Technician	32.88
12035 - Electroneurodiagnostic Technologist	32.88
12040 - Emergency Medical Technician	15.97***
12071 - Licensed Practical Nurse I	17.93
12072 - Licensed Practical Nurse II	20.06
12073 - Licensed Practical Nurse III	22.36
12100 - Medical Assistant	14.92***
12130 - Medical Laboratory Technician	24.25
12160 - Medical Record Clerk	19.54
12190 - Medical Record Technician	21.86
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	37.57
12221 - Nursing Assistant I	11.99***
12222 - Nursing Assistant II	13.48***
12223 - Nursing Assistant III	14.71***
12224 - Nursing Assistant IV	16.51
12235 - Optical Dispenser	17.64
12236 - Optical Technician	17.93
12250 - Pharmacy Technician	17.08
12280 - Phlebotomist	15.53***
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	25.86
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II, Specialist	29.83
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III, Anesthetist	36.08
12316 - Registered Nurse IV	43.26
12317 - Scheduler (Drug and Alcohol Testing)	24.85
12320 - Substance Abuse Treatment Counselor	22.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.54
13012 - Exhibits Specialist II	27.91
13013 - Exhibits Specialist III	34.15
13041 - Illustrator I	22.54
13042 - Illustrator II	27.91
13043 - Illustrator III	34.15
13047 - Librarian	30.92
13050 - Library Aide/Clerk	13.42***
13054 - Library Information Technology Systems Administrator	27.91
13058 - Library Technician	16.35
13061 - Media Specialist I	20.14
13062 - Media Specialist II	22.54
13063 - Media Specialist III	25.12
13071 - Photographer I	18.95
13072 - Photographer II	21.20
13073 - Photographer III	26.27
13074 - Photographer IV	32.14
13075 - Photographer V	38.87
13090 - Technical Order Library Clerk	17.31
13110 - Video Teleconference Technician	22.89
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.45
14042 - Computer Operator II	21.56
14043 - Computer Operator III	24.78
14044 - Computer Operator IV	27.54

14045 - Computer Operator V		30.50
14071 - Computer Programmer I	(see 1)	24.88
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		18.45
14160 - Personal Computer Support Technician		27.54
14170 - System Support Specialist		30.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.39
15020 - Aircrew Training Devices Instructor (Rated)		37.97
15030 - Air Crew Training Devices Instructor (Pilot)		45.52
15050 - Computer Based Training Specialist / Instructor		31.39
15060 - Educational Technologist		36.92
15070 - Flight Instructor (Pilot)		45.52
15080 - Graphic Artist		22.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.52
15086 - Maintenance Test Pilot, Rotary Wing		45.52
15088 - Non-Maintenance Test/Co-Pilot		45.52
15090 - Technical Instructor		24.20
15095 - Technical Instructor/Course Developer		29.60
15110 - Test Proctor		19.54
15120 - Tutor		19.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.29***
16030 - Counter Attendant		10.29***
16040 - Dry Cleaner		12.35***
16070 - Finisher, Flatwork, Machine		10.29***
16090 - Presser, Hand		10.29***
16110 - Presser, Machine, Drycleaning		10.29***
16130 - Presser, Machine, Shirts		10.29***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.29***
16190 - Sewing Machine Operator		13.05***
16220 - Tailor		13.78***
16250 - Washer, Machine		10.97***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.43
19040 - Tool And Die Maker		25.54
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.58
21030 - Material Coordinator		24.15
21040 - Material Expediter		24.15
21050 - Material Handling Laborer		13.53***
21071 - Order Filler		12.69***
21080 - Production Line Worker (Food Processing)		17.58
21110 - Shipping Packer		17.51
21130 - Shipping/Receiving Clerk		17.51
21140 - Store Worker I		11.94***
21150 - Stock Clerk		16.99
21210 - Tools And Parts Attendant		17.58
21410 - Warehouse Specialist		17.58
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.09
23019 - Aircraft Logs and Records Technician		22.74
23021 - Aircraft Mechanic I		27.44
23022 - Aircraft Mechanic II		29.09
23023 - Aircraft Mechanic III		30.61
23040 - Aircraft Mechanic Helper		19.50
23050 - Aircraft, Painter		25.79
23060 - Aircraft Servicer		22.74
23070 - Aircraft Survival Flight Equipment Technician		25.79
23080 - Aircraft Worker		24.30

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.44
23110 - Appliance Mechanic	22.34
23120 - Bicycle Repairer	19.18
23125 - Cable Splicer	35.24
23130 - Carpenter, Maintenance	23.01
23140 - Carpet Layer	20.66
23160 - Electrician, Maintenance	26.27
23181 - Electronics Technician Maintenance I	27.26
23182 - Electronics Technician Maintenance II	28.93
23183 - Electronics Technician Maintenance III	30.78
23260 - Fabric Worker	20.72
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	19.18
23311 - Fuel Distribution System Mechanic	26.84
23312 - Fuel Distribution System Operator	20.92
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	27.44
23381 - Ground Support Equipment Servicer	22.74
23382 - Ground Support Equipment Worker	24.30
23391 - Gunsmith I	19.18
23392 - Gunsmith II	22.14
23393 - Gunsmith III	25.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.40
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.69
23430 - Heavy Equipment Mechanic	25.61
23440 - Heavy Equipment Operator	21.07
23460 - Instrument Mechanic	25.00
23465 - Laboratory/Shelter Mechanic	23.50
23470 - Laborer	13.53***
23510 - Locksmith	20.46
23530 - Machinery Maintenance Mechanic	28.90
23550 - Machinist, Maintenance	22.85
23580 - Maintenance Trades Helper	15.16***
23591 - Metrology Technician I	25.00
23592 - Metrology Technician II	26.50
23593 - Metrology Technician III	27.88
23640 - Millwright	28.74
23710 - Office Appliance Repairer	17.81
23760 - Painter, Maintenance	17.49
23790 - Pipefitter, Maintenance	25.00
23810 - Plumber, Maintenance	23.50
23820 - Pneudraulic Systems Mechanic	25.00
23850 - Rigger	25.00
23870 - Scale Mechanic	22.14
23890 - Sheet-Metal Worker, Maintenance	24.84
23910 - Small Engine Mechanic	18.99
23931 - Telecommunications Mechanic I	25.65
23932 - Telecommunications Mechanic II	27.19
23950 - Telephone Lineman	25.00
23960 - Welder, Combination, Maintenance	23.13
23965 - Well Driller	25.00
23970 - Woodcraft Worker	25.00
23980 - Woodworker	19.18
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17***
24570 - Child Care Attendant	11.00***
24580 - Child Care Center Clerk	14.13***
24610 - Chore Aide	11.24***
24620 - Family Readiness And Support Services Coordinator	15.17***

24630 - Homemaker	15.71***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.99
25040 - Sewage Plant Operator	20.87
25070 - Stationary Engineer	28.99
25190 - Ventilation Equipment Tender	20.49
25210 - Water Treatment Plant Operator	20.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.74
27007 - Baggage Inspector	15.96***
27008 - Corrections Officer	17.76
27010 - Court Security Officer	18.73
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	17.76
27070 - Firefighter	18.51
27101 - Guard I	15.96***
27102 - Guard II	17.85
27131 - Police Officer I	21.84
27132 - Police Officer II	24.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.58***
28042 - Carnival Equipment Repairer	13.68***
28043 - Carnival Worker	9.14***
28210 - Gate Attendant/Gate Tender	17.30
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	19.36
28510 - Recreation Aide/Health Facility Attendant	14.14***
28515 - Recreation Specialist	23.85
28630 - Sports Official	15.43***
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.36
29020 - Hatch Tender	29.36
29030 - Line Handler	29.36
29041 - Stevedore I	27.48
29042 - Stevedore II	31.17
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	20.28
30022 - Archeological Technician II	22.69
30023 - Archeological Technician III	28.11
30030 - Cartographic Technician	27.87
30040 - Civil Engineering Technician	26.72
30051 - Cryogenic Technician I	28.14
30052 - Cryogenic Technician II	31.09
30061 - Drafter/CAD Operator I	20.28
30062 - Drafter/CAD Operator II	22.69
30063 - Drafter/CAD Operator III	25.28
30064 - Drafter/CAD Operator IV	29.85
30081 - Engineering Technician I	17.77
30082 - Engineering Technician II	20.10
30083 - Engineering Technician III	22.53
30084 - Engineering Technician IV	27.93
30085 - Engineering Technician V	32.62
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	30.54
30095 - Evidence Control Specialist	25.41
30210 - Laboratory Technician	27.17
30221 - Latent Fingerprint Technician I	28.14
30222 - Latent Fingerprint Technician II	31.09
30240 - Mathematical Technician	30.54
30361 - Paralegal/Legal Assistant I	18.68
30362 - Paralegal/Legal Assistant II	23.14

30363 - Paralegal/Legal Assistant III	28.31
30364 - Paralegal/Legal Assistant IV	34.24
30375 - Petroleum Supply Specialist	31.09
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	31.09
30461 - Technical Writer I	26.03
30462 - Technical Writer II	31.85
30463 - Technical Writer III	38.52
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	29.85
30502 - Weather Forecaster II	36.31
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.28
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.00
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.58***
31030 - Bus Driver	16.50
31043 - Driver Courier	16.22
31260 - Parking and Lot Attendant	10.89***
31290 - Shuttle Bus Driver	16.39
31310 - Taxi Driver	11.80***
31361 - Truckdriver, Light	17.63
31362 - Truckdriver, Medium	19.04
31363 - Truckdriver, Heavy	22.07
31364 - Truckdriver, Tractor-Trailer	22.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.47***
99050 - Desk Clerk	10.72***
99095 - Embalmer	26.29
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	14.30***
99252 - Laboratory Animal Caretaker II	15.52***
99260 - Marketing Analyst	26.78
99310 - Mortician	26.29
99410 - Pest Controller	17.51
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	16.41
99711 - Recycling Specialist	19.99
99730 - Refuse Collector	14.53***
99810 - Sales Clerk	11.29***
99820 - School Crossing Guard	13.42***
99830 - Survey Party Chief	22.77
99831 - Surveying Aide	14.82***
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	18.66
99841 - Vending Machine Repairer	23.41
99842 - Vending Machine Repairer Helper	18.66

***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 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 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))."