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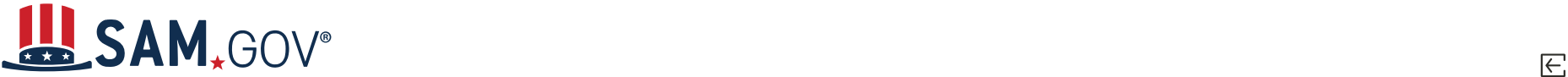


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Wage Determination

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WAGE DETERMINATIONS

Service Contract Act WD # 2015-5443

Wage Determination

Revision #  
18

Service(s)  
Standard (Area-Wide) Wage Determination

Last Revised Date  
Sep 01, 2022

States and Counties

State  
New Mexico

Counties  
Bernalillo, Sandoval, Torrance, Valencia

Document

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"REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPAR	
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINI	
By direction of the Secretary of Labor		WAGE AND HOUR DIVISI	
		WASHINGTON D.C. 202	
		Wage Determination No.: 2015	
Daniel W. Simms		Revision No.: 18	
Director		Date Of Last Revision: 09/0	
Division of			
Wage Determinations			

Note: Contracts subject to the Service Contract Act are generally req pay at least the applicable minimum wage rate required under Executiv 14026 or Executive Order 13658.

If the contract is entered into on or  after January 30 2022 or the  contract is renewed or extended (e.g.  an option is exercised) on or after  January 30 2022:   	With certain exceptions Exec  14026 applies to the contract.  The contractor must pay all c  at least \$15.00 per hour (or  wage rate listed on this wage  if it is higher) for all hou  performing on the contract i
If the contract was awarded on or  between January 1 2015 and January 29  2022 and the contract is not renewed  or extended on or after January 30  2022:   	With certain exceptions Exec  13658 applies to the contract.  The contractor must pay all c  at least \$11.25 per hour (or  wage rate listed on this wag  if it is higher) for all hou  performing on the contract i

The applicable Executive Order minimum wage rate will be adjusted ann information on contractor requirements and worker protections under t is available at <https://www.dol.gov/agencies/whd/government-contracts>

State: New Mexico

Area: New Mexico Counties of Bernalillo Sandoval Torrance Valencia

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

OCCUPATION CODE - TITLE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
01012 - Accounting Clerk II	
01013 - Accounting Clerk III	
01020 - Administrative Assistant	
01035 - Court Reporter	
01041 - Customer Service Representative I	
01042 - Customer Service Representative II	
01043 - Customer Service Representative III	
01051 - Data Entry Operator I	
01052 - Data Entry Operator II	
01060 - Dispatcher Motor Vehicle	
01070 - Document Preparation Clerk	
01090 - Duplicating Machine Operator	
01111 - General Clerk I	
01112 - General Clerk II	
01113 - General Clerk III	
01120 - Housing Referral Assistant	
01141 - Messenger Courier	
01191 - Order Clerk I	
01192 - Order Clerk II	
01261 - Personnel Assistant (Employment) I	
01262 - Personnel Assistant (Employment) II	
01263 - Personnel Assistant (Employment) III	
01270 - Production Control Clerk	

- 01290 - Rental Clerk
- 01300 - Scheduler Maintenance
- 01311 - Secretary I
- 01312 - Secretary II
- 01313 - Secretary III
- 01320 - Service Order Dispatcher
- 01410 - Supply Technician
- 01420 - Survey Worker
- 01460 - Switchboard Operator/Receptionist
- 01531 - Travel Clerk I
- 01532 - Travel Clerk II
- 01533 - Travel Clerk III
- 01611 - Word Processor I
- 01612 - Word Processor II
- 01613 - Word Processor III
- 05000 - Automotive Service Occupations
  - 05005 - Automobile Body Repairer Fiberglass
  - 05010 - Automotive Electrician
  - 05040 - Automotive Glass Installer
  - 05070 - Automotive Worker
  - 05110 - Mobile Equipment Servicer
  - 05130 - Motor Equipment Metal Mechanic
  - 05160 - Motor Equipment Metal Worker
  - 05190 - Motor Vehicle Mechanic
  - 05220 - Motor Vehicle Mechanic Helper
  - 05250 - Motor Vehicle Upholstery Worker
  - 05280 - Motor Vehicle Wrecker
  - 05310 - Painter Automotive
  - 05340 - Radiator Repair Specialist
  - 05370 - Tire Repairer

- 05400 - Transmission Repair Specialist
- 07000 - Food Preparation And Service Occupations
  - 07010 - Baker
  - 07041 - Cook I
  - 07042 - Cook II
  - 07070 - Dishwasher
  - 07130 - Food Service Worker
  - 07210 - Meat Cutter
  - 07260 - Waiter/Waitress
- 09000 - Furniture Maintenance And Repair Occupations
  - 09010 - Electrostatic Spray Painter
  - 09040 - Furniture Handler
  - 09080 - Furniture Refinisher
  - 09090 - Furniture Refinisher Helper
  - 09110 - Furniture Repairer Minor
  - 09130 - Upholsterer
- 11000 - General Services And Support Occupations
  - 11030 - Cleaner Vehicles
  - 11060 - Elevator Operator
  - 11090 - Gardener
  - 11122 - Housekeeping Aide
  - 11150 - Janitor
  - 11210 - Laborer Grounds Maintenance
  - 11240 - Maid or Houseman
  - 11260 - Pruner
  - 11270 - Tractor Operator
  - 11330 - Trail Maintenance Worker
  - 11360 - Window Cleaner
- 12000 - Health Occupations
  - 12010 - Ambulance Driver

12011 - Breath Alcohol Technician  
12012 - Certified Occupational Therapist Assistant  
12015 - Certified Physical Therapist Assistant  
12020 - Dental Assistant  
12025 - Dental Hygienist  
12030 - EKG Technician  
12035 - Electroneurodiagnostic Technologist  
12040 - Emergency Medical Technician  
12071 - Licensed Practical Nurse I  
12072 - Licensed Practical Nurse II  
12073 - Licensed Practical Nurse III  
12100 - Medical Assistant  
12130 - Medical Laboratory Technician  
12160 - Medical Record Clerk  
12190 - Medical Record Technician  
12195 - Medical Transcriptionist  
12210 - Nuclear Medicine Technologist  
12221 - Nursing Assistant I  
12222 - Nursing Assistant II  
12223 - Nursing Assistant III  
12224 - Nursing Assistant IV  
12235 - Optical Dispenser  
12236 - Optical Technician  
12250 - Pharmacy Technician  
12280 - Phlebotomist  
12305 - Radiologic Technologist  
12311 - Registered Nurse I  
12312 - Registered Nurse II  
12313 - Registered Nurse II Specialist  
12314 - Registered Nurse III

- 12315 - Registered Nurse III Anesthetist
- 12316 - Registered Nurse IV
- 12317 - Scheduler (Drug and Alcohol Testing)
- 12320 - Substance Abuse Treatment Counselor
- 13000 - Information And Arts Occupations
  - 13011 - Exhibits Specialist I
  - 13012 - Exhibits Specialist II
  - 13013 - Exhibits Specialist III
  - 13041 - Illustrator I
  - 13042 - Illustrator II
  - 13043 - Illustrator III
  - 13047 - Librarian
  - 13050 - Library Aide/Clerk
  - 13054 - Library Information Technology Systems Administrator
  - 13058 - Library Technician
  - 13061 - Media Specialist I
  - 13062 - Media Specialist II
  - 13063 - Media Specialist III
  - 13071 - Photographer I
  - 13072 - Photographer II
  - 13073 - Photographer III
  - 13074 - Photographer IV
  - 13075 - Photographer V
  - 13090 - Technical Order Library Clerk
  - 13110 - Video Teleconference Technician
- 14000 - Information Technology Occupations
  - 14041 - Computer Operator I
  - 14042 - Computer Operator II
  - 14043 - Computer Operator III



- 14044 - Computer Operator IV
- 14045 - Computer Operator V
- 14071 - Computer Programmer I (see 1)
- 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
- 14160 - Personal Computer Support Technician
- 14170 - System Support Specialist
- 15000 - Instructional Occupations
  - 15010 - Aircrew Training Devices Instructor (Non-Rated)
  - 15020 - Aircrew Training Devices Instructor (Rated)
  - 15030 - Air Crew Training Devices Instructor (Pilot)
  - 15050 - Computer Based Training Specialist / Instructor
  - 15060 - Educational Technologist
  - 15070 - Flight Instructor (Pilot)
  - 15080 - Graphic Artist
  - 15085 - Maintenance Test Pilot Fixed Jet/Prop
  - 15086 - Maintenance Test Pilot Rotary Wing
  - 15088 - Non-Maintenance Test/Co-Pilot
  - 15090 - Technical Instructor
  - 15095 - Technical Instructor/Course Developer
  - 15110 - Test Proctor
  - 15120 - Tutor
- 16000 - Laundry Dry-Cleaning Pressing And Related Occupations
  - 16010 - Assembler
  - 16030 - Counter Attendant

- 16040 - Dry Cleaner
- 16070 - Finisher Flatwork Machine
- 16090 - Presser Hand
- 16110 - Presser Machine Drycleaning
- 16130 - Presser Machine Shirts
- 16160 - Presser Machine Wearing Apparel Laundry
- 16190 - Sewing Machine Operator
- 16220 - Tailor
- 16250 - Washer Machine
- 19000 - Machine Tool Operation And Repair Occupations
  - 19010 - Machine-Tool Operator (Tool Room)
  - 19040 - Tool And Die Maker
- 21000 - Materials Handling And Packing Occupations
  - 21020 - Forklift Operator
  - 21030 - Material Coordinator
  - 21040 - Material Expediter
  - 21050 - Material Handling Laborer
  - 21071 - Order Filler
  - 21080 - Production Line Worker (Food Processing)
  - 21110 - Shipping Packer
  - 21130 - Shipping/Receiving Clerk
  - 21140 - Store Worker I
  - 21150 - Stock Clerk
  - 21210 - Tools And Parts Attendant
  - 21410 - Warehouse Specialist
- 23000 - Mechanics And Maintenance And Repair Occupations
  - 23010 - Aerospace Structural Welder
  - 23019 - Aircraft Logs and Records Technician
  - 23021 - Aircraft Mechanic I
  - 23022 - Aircraft Mechanic II

- 23023 - Aircraft Mechanic III
- 23040 - Aircraft Mechanic Helper
- 23050 - Aircraft Painter
- 23060 - Aircraft Servicer
- 23070 - Aircraft Survival Flight Equipment Technician
- 23080 - Aircraft Worker
- 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I
- 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II
- 23110 - Appliance Mechanic
- 23120 - Bicycle Repairer
- 23125 - Cable Splicer
- 23130 - Carpenter Maintenance
- 23140 - Carpet Layer
- 23160 - Electrician Maintenance
- 23181 - Electronics Technician Maintenance I
- 23182 - Electronics Technician Maintenance II
- 23183 - Electronics Technician Maintenance III
- 23260 - Fabric Worker
- 23290 - Fire Alarm System Mechanic
- 23310 - Fire Extinguisher Repairer
- 23311 - Fuel Distribution System Mechanic
- 23312 - Fuel Distribution System Operator
- 23370 - General Maintenance Worker
- 23380 - Ground Support Equipment Mechanic
- 23381 - Ground Support Equipment Servicer
- 23382 - Ground Support Equipment Worker
- 23391 - Gunsmith I
- 23392 - Gunsmith II

23393 - Gunsmith III  
23410 - Heating Ventilation And Air-Conditioning  
Mechanic  
23411 - Heating Ventilation And Air Contidioning  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23440 - Heavy Equipment Operator  
23460 - Instrument Mechanic  
23465 - Laboratory/Shelter Mechanic  
23470 - Laborer  
23510 - Locksmith  
23530 - Machinery Maintenance Mechanic  
23550 - Machinist Maintenance  
23580 - Maintenance Trades Helper  
23591 - Metrology Technician I  
23592 - Metrology Technician II  
23593 - Metrology Technician III  
23640 - Millwright  
23710 - Office Appliance Repairer  
23760 - Painter Maintenance  
23790 - Pipefitter Maintenance  
23810 - Plumber Maintenance  
23820 - Pneudraulic Systems Mechanic  
23850 - Rigger  
23870 - Scale Mechanic  
23890 - Sheet-Metal Worker Maintenance  
23910 - Small Engine Mechanic  
23931 - Telecommunications Mechanic I  
23932 - Telecommunications Mechanic II  
23950 - Telephone Lineman

- 23960 - Welder Combination Maintenance
- 23965 - Well Driller
- 23970 - Woodcraft Worker
- 23980 - Woodworker
- 24000 - Personal Needs Occupations
  - 24550 - Case Manager
  - 24570 - Child Care Attendant
  - 24580 - Child Care Center Clerk
  - 24610 - Chore Aide
  - 24620 - Family Readiness And Support Services Coordinator
  - 24630 - Homemaker
- 25000 - Plant And System Operations Occupations
  - 25010 - Boiler Tender
  - 25040 - Sewage Plant Operator
  - 25070 - Stationary Engineer
  - 25190 - Ventilation Equipment Tender
  - 25210 - Water Treatment Plant Operator
- 27000 - Protective Service Occupations
  - 27004 - Alarm Monitor
  - 27007 - Baggage Inspector
  - 27008 - Corrections Officer
  - 27010 - Court Security Officer
  - 27030 - Detection Dog Handler
  - 27040 - Detention Officer
  - 27070 - Firefighter
  - 27101 - Guard I
  - 27102 - Guard II
  - 27131 - Police Officer I
  - 27132 - Police Officer II

- 28000 - Recreation Occupations
  - 28041 - Carnival Equipment Operator
  - 28042 - Carnival Equipment Repairer
  - 28043 - Carnival Worker
  - 28210 - Gate Attendant/Gate Tender
  - 28310 - Lifeguard
  - 28350 - Park Attendant (Aide)
  - 28510 - Recreation Aide/Health Facility Attendant
  - 28515 - Recreation Specialist
  - 28630 - Sports Official
  - 28690 - Swimming Pool Operator
- 29000 - Stevedoring/Longshoremen Occupational Services
  - 29010 - Blocker And Bracer
  - 29020 - Hatch Tender
  - 29030 - Line Handler
  - 29041 - Stevedore I
  - 29042 - Stevedore II
- 30000 - Technical Occupations
  - 30010 - Air Traffic Control Specialist Center (HFO) (see 2)
  - 30011 - Air Traffic Control Specialist Station (HFO) (see 2)
  - 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)
  - 30021 - Archeological Technician I
  - 30022 - Archeological Technician II
  - 30023 - Archeological Technician III
  - 30030 - Cartographic Technician
  - 30040 - Civil Engineering Technician
  - 30051 - Cryogenic Technician I
  - 30052 - Cryogenic Technician II
  - 30061 - Drafter/CAD Operator I
  - 30062 - Drafter/CAD Operator II

30063 - Drafter/CAD Operator III  
30064 - Drafter/CAD Operator IV  
30081 - Engineering Technician I  
30082 - Engineering Technician II  
30083 - Engineering Technician III  
30084 - Engineering Technician IV  
30085 - Engineering Technician V  
30086 - Engineering Technician VI  
30090 - Environmental Technician  
30095 - Evidence Control Specialist  
30210 - Laboratory Technician  
30221 - Latent Fingerprint Technician I  
30222 - Latent Fingerprint Technician II  
30240 - Mathematical Technician  
30361 - Paralegal/Legal Assistant I  
30362 - Paralegal/Legal Assistant II  
30363 - Paralegal/Legal Assistant III  
30364 - Paralegal/Legal Assistant IV  
30375 - Petroleum Supply Specialist  
30390 - Photo-Optics Technician  
30395 - Radiation Control Technician  
30461 - Technical Writer I  
30462 - Technical Writer II  
30463 - Technical Writer III  
30491 - Unexploded Ordnance (UXO) Technician I  
30492 - Unexploded Ordnance (UXO) Technician II  
30493 - Unexploded Ordnance (UXO) Technician III  
30494 - Unexploded (UXO) Safety Escort  
30495 - Unexploded (UXO) Sweep Personnel  
30501 - Weather Forecaster I

30502 - Weather Forecaster II  
30620 - Weather Observer Combined Upper Air Or (see 2)  
Surface Programs  
30621 - Weather Observer Senior (see 2)  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
31020 - Bus Aide  
31030 - Bus Driver  
31043 - Driver Courier  
31260 - Parking and Lot Attendant  
31290 - Shuttle Bus Driver  
31310 - Taxi Driver  
31361 - Truckdriver Light  
31362 - Truckdriver Medium  
31363 - Truckdriver Heavy  
31364 - Truckdriver Tractor-Trailer  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
99030 - Cashier  
99050 - Desk Clerk  
99095 - Embalmer  
99130 - Flight Follower  
99251 - Laboratory Animal Caretaker I  
99252 - Laboratory Animal Caretaker II  
99260 - Marketing Analyst  
99310 - Mortician  
99410 - Pest Controller  
99510 - Photofinishing Worker  
99710 - Recycling Laborer  
99711 - Recycling Specialist



99730 - Refuse Collector  
99810 - Sales Clerk  
99820 - School Crossing Guard  
99830 - Survey Party Chief  
99831 - Surveying Aide  
99832 - Surveying Technician  
99840 - Vending Machine Attendant  
99841 - Vending Machine Repairer  
99842 - Vending Machine Repairer Helper

\*\*\*Workers in this classification may be entitled to a higher minimum Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please Note at the top of the wage determination for more information. Please note that the minimum wage requirements of Executive Order 14026 and 13658 are currently being enforced as to contracts or contract-like instruments with the federal government in connection with seasonal recreational seasonal recreational equipment rental for the general public on federal

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act if the contract is awarded (and any solicitation was issued) on or after 2017. If this contract is covered by the EO the contractor must provide with 1 hour of paid sick leave for every 30 hours they work up to 56 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 or to assist a family member (or person who is like family to the employee)

injured or has other health-related needs including preventive care; reasons resulting from or to assist a family member (or person who is to the employee) who is the victim of domestic violence sexual assault stalking. Additional information on contractor requirements and work under the EO is available at [www.dol.gov/whd/govcontracts](http://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 p  
\$832.00 per month

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

\*This rate is to be used only when compensating employees for perform covered contract also covered by EO 13706 Establishing Paid Sick Leave Contractors. A contractor may not receive credit toward its SCA obligation paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor successor 3 weeks after 10 years and 4 weeks after 15 years. Length of includes the whole span of continuous service with the present contractor successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteen National Independence Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Day and Christmas Day. (A contractor may substitute the named holidays another day off with pay in accordance with a plan

to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE

1) COMPUTER EMPLOYEES: This wage determination does not apply to an employee in a bona fide executive administrative or professional capacity defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Systems Analysts and Computer Programmers who are paid at least \$27.6 at least \$684 per week if paid on a salary or fee basis) likely qualify as computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a) determination may not include wage rates for all occupations within the families. In such instances a conformance will be necessary if there are employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are determinative of whether an employee is an exempt computer professional. Exempt computer employees who satisfy the compensation requirements in a primary duty that consists of:

(1) The application of systems analysis techniques and procedures consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing modification of computer systems or programs including prototypes based related to user or system design specifications;

(3) The design documentation testing creation or modification of

programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requireme above duties test qualifies as an exempt computer professional under 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Fiel Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determina apply to any exempt computer employee regardless of which of these tw utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY work at night as part of a regular tour of duty you will earn a night and receive an additional 10% of basic pay for any hours worked betwe  
If you are a full-time employed (40 hours a week) and Sunday is part regularly scheduled workweek you are paid at your rate of basic pay p premium of 25% of your basic rate for each hour of Sunday work which (i.e. occasional work on Sunday outside the normal tour of duty is co overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a po represents a high degree of hazard when working with or in close prox ordnance explosives and incendiary materials. This includes work suc screening blending dying mixing and pressing of sensitive ordnance ex and pyrotechnic compositions such as lead azide black powder and phot All dry-house activities involving propellants or explosives. Demil

modification renovation demolition and maintenance operations on sens ordnance explosives and incendiary materials. All operations involvi and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a pos represents a low degree of hazard when working with or in close proxi ordnance (or employees possibly adjacent to) explosives and incendiar which involves potential injury such as laceration of hands face or a employee engaged in the operation irritation of the skin minor burns minimal damage to immediate or adjacent work area or equipment being operations involving unloading storage and hauling of ordnance explos incendiary ordnance material other than small arms ammunition. These are only applicable to work that has been specifically designated by ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this (either by the terms of the Government contract by the employer by th local law etc.) the cost of furnishing such uniforms and maintaining laundering or dry cleaning) such uniforms is an expense that may not employee where such cost reduces the hourly rate below that required determination. The Department of Labor will accept payment in accorda following standards as compliance:

The contractor or subcontractor is required to furnish all employees adequate number of uniforms without cost or to reimburse employees fo cost of the uniforms. In addition where uniform cleaning and mainten the responsibility of the employee all contractors and subcontractors

this wage determination shall (in the absence of a bona fide collective agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for food and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). In those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments not require any special treatment such as dry cleaning daily washing and laundering in order to meet the cleanliness or appearance standards of the Government contract by the contractor by law or by the nature of the contract there is no requirement that employees be reimbursed for uniform maintenance.

**\*\* 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 (Revised September 2015 unless otherwise indicated).

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee 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 classifications and the classifications listed in the wage determination.

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the prior to the performance of contract work by such unlisted class(es) (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a determination of conformed classification wage rate and/or fringe benefit shall be paid to all employees performing in the classification from of work on which contract work is performed by them in the classification to pay such unlisted employees the compensation agreed upon by the parties and/or fully determined by the Wage and Hour Division retroactive date such class of employees commenced contract work shall be a violation 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 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 conformance occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing the proposed classification title(s) a Federal grade equivalency (FGE) proposed classification(s) job description(s) and rationale for proposed rate(s) including information regarding the agreement or disagreement authorized representative of the employees involved or where there is no representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly notifies the contractor of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employee

Department of Labor Wage and Hour Division for review (See 29 CFR 4.6

4) Within 30 days of receipt the Wage and Hour Division approves or disapproves the action via transmittal to the agency contracting officer. The contracting officer notifies the contractor that additional time will be required for the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

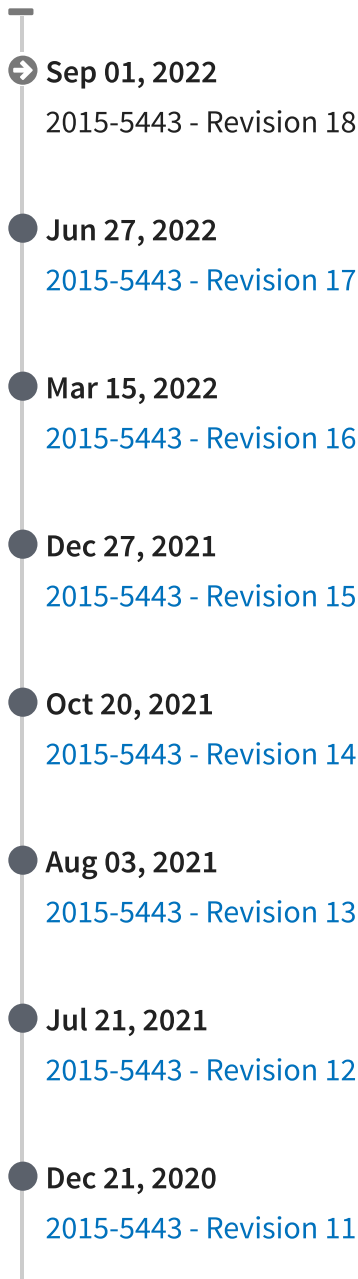
6) Each affected employee shall be furnished by the contractor with a copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).


Information required by the Regulations must be submitted on SF-1444

When preparing a conformance request the "Service Contract Act Direct Occupations" should be used to compare job definitions to ensure that requested are not performed by a classification already listed in the determination. Remember it is not the job title but the required task 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))



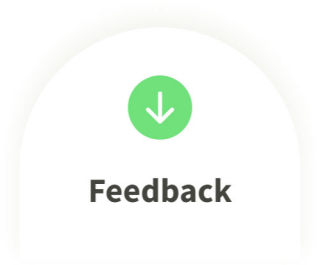
# History



- 
- A vertical timeline with a grey line and dark grey circular markers. To the right of each marker is a date in bold black text, followed by a revision number in blue text.
- **Jul 01, 2020**  
[2015-5443 - Revision 10](#)
  - **Dec 23, 2019**  
[2015-5443 - Revision 9](#)
  - **Aug 02, 2019**  
[2015-5443 - Revision 8](#)
  - **Dec 26, 2018**  
[2015-5443 - Revision 7](#)
  - **Aug 02, 2018**  
[2015-5443 - Revision 6](#)
  - **Jan 10, 2018**  
[2015-5443 - Revision 5](#)
  - **Dec 26, 2017**  
[2015-5443 - Revision 4](#)
  - **Aug 03, 2017**  
[2015-5443 - Revision 3](#)
  - **Jul 25, 2017**  
[2015-5443 - Revision 2](#)

Jan 25, 2017

2015-5443 - Revision 1



**Our Website**

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- Release Notes
- System Alerts

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- Disclaimers
- Freedom of Information Act
- Accessibility

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- Help
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- External Resources
- Contact



This is a U.S. General Services Administration Federal Government computer system that is **"FOR OFFICIAL USE ONLY."** This system is subject to monitoring. Individuals found performing unauthorized activities are subject to disciplinary action including criminal prosecution.