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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2517
Revision No.: 15
Date Of Revision: 06/13/2011

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union
Oklahoma Counties of Beaver, Cimarron, Texas
Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown,
Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth,
Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith,
Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza,
Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill,
Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King,
Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard,
Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos,
Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher,
Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher,
Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler,
Yoakum, Young

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.71
01012 - Accounting Clerk II		14.26
01013 - Accounting Clerk III		15.96
01020 - Administrative Assistant		21.36
01040 - Court Reporter		16.93
01051 - Data Entry Operator I		10.92
01052 - Data Entry Operator II		11.91
01060 - Dispatcher, Motor Vehicle		16.39
01070 - Document Preparation Clerk		11.95
01090 - Duplicating Machine Operator		11.95
01111 - General Clerk I		11.75
01112 - General Clerk II		16.25
01113 - General Clerk III		16.70
01120 - Housing Referral Assistant		19.21
01141 - Messenger Courier		9.96
01191 - Order Clerk I		10.92
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		14.21
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		18.25
01270 - Production Control Clerk		17.75
01280 - Receptionist		11.31
01290 - Rental Clerk		13.42
01300 - Scheduler, Maintenance		15.37
01311 - Secretary I		15.37
01312 - Secretary II		17.77
01313 - Secretary III		19.21
01320 - Service Order Dispatcher		14.63

01410 - Supply Technician	21.36
01420 - Survey Worker	15.22
01531 - Travel Clerk I	11.15
01532 - Travel Clerk II	12.06
01533 - Travel Clerk III	12.98
01611 - Word Processor I	12.98
01612 - Word Processor II	14.56
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.73
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	21.12
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	21.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.56
07041 - Cook I	9.71
07042 - Cook II	11.25
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	7.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.38
11060 - Elevator Operator	8.38
11090 - Gardener	11.20
11122 - Housekeeping Aide	9.06
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	9.62
11240 - Maid or Houseman	7.80
11260 - Pruner	8.70
11270 - Tractor Operator	11.66
11330 - Trail Maintenance Worker	9.62
11360 - Window Cleaner	11.52
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.47
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	13.32
12025 - Dental Hygienist	31.24
12030 - EKG Technician	23.07
12035 - Electroneurodiagnostic Technologist	23.07
12040 - Emergency Medical Technician	13.76

12071 - Licensed Practical Nurse I	14.18
12072 - Licensed Practical Nurse II	15.86
12073 - Licensed Practical Nurse III	17.68
12100 - Medical Assistant	11.62
12130 - Medical Laboratory Technician	15.03
12160 - Medical Record Clerk	12.51
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.78
12210 - Nuclear Medicine Technologist	29.70
12221 - Nursing Assistant I	9.59
12222 - Nursing Assistant II	10.77
12223 - Nursing Assistant III	11.76
12224 - Nursing Assistant IV	13.20
12235 - Optical Dispenser	12.88
12236 - Optical Technician	11.61
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.20
12305 - Radiologic Technologist	23.30
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	18.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.34
13012 - Exhibits Specialist II	20.25
13013 - Exhibits Specialist III	24.77
13041 - Illustrator I	16.34
13042 - Illustrator II	20.25
13043 - Illustrator III	24.77
13047 - Librarian	22.42
13050 - Library Aide/Clerk	10.33
13054 - Library Information Technology Systems Administrator	20.25
13058 - Library Technician	14.76
13061 - Media Specialist I	14.62
13062 - Media Specialist II	16.34
13063 - Media Specialist III	18.23
13071 - Photographer I	13.30
13072 - Photographer II	15.63
13073 - Photographer III	18.41
13074 - Photographer IV	22.53
13075 - Photographer V	27.26
13110 - Video Teleconference Technician	14.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.98
14042 - Computer Operator II	15.64
14043 - Computer Operator III	19.48
14044 - Computer Operator IV	21.63
14045 - Computer Operator V	23.96
14071 - Computer Programmer I	22.18
14072 - Computer Programmer II	27.50
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	13.98
14160 - Personal Computer Support Technician	21.63

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.44
15020 - Aircrew Training Devices Instructor (Rated)	34.92
15030 - Air Crew Training Devices Instructor (Pilot)	40.60
15050 - Computer Based Training Specialist / Instructor	27.72
15060 - Educational Technologist	26.44
15070 - Flight Instructor (Pilot)	40.60
15080 - Graphic Artist	19.64
15090 - Technical Instructor	18.16
15095 - Technical Instructor/Course Developer	22.23
15110 - Test Proctor	17.77
15120 - Tutor	17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	9.53
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.09
16220 - Tailor	10.61
16250 - Washer, Machine	9.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.96
19040 - Tool And Die Maker	24.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.57
21030 - Material Coordinator	17.75
21040 - Material Expediter	17.75
21050 - Material Handling Laborer	9.78
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	14.57
21110 - Shipping Packer	12.38
21130 - Shipping/Receiving Clerk	12.38
21140 - Store Worker I	9.53
21150 - Stock Clerk	13.09
21210 - Tools And Parts Attendant	14.57
21410 - Warehouse Specialist	14.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.13
23021 - Aircraft Mechanic I	23.71
23022 - Aircraft Mechanic II	25.13
23023 - Aircraft Mechanic III	26.53
23040 - Aircraft Mechanic Helper	16.71
23050 - Aircraft, Painter	21.58
23060 - Aircraft Servicer	18.72
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	24.94
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.00
23181 - Electronics Technician Maintenance I	20.54
23182 - Electronics Technician Maintenance II	21.99
23183 - Electronics Technician Maintenance III	23.51
23260 - Fabric Worker	14.71
23290 - Fire Alarm System Mechanic	19.23
23310 - Fire Extinguisher Repairer	13.66

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Attachment J-5

23311 - Fuel Distribution System Mechanic	18.22
23312 - Fuel Distribution System Operator	15.05
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	18.72
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	13.66
23392 - Gunsmith II	15.84
23393 - Gunsmith III	19.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.41
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	19.35
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	11.40
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	17.96
23550 - Machinist, Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	19.35
23592 - Metrology Technician II	20.52
23593 - Metrology Technician III	21.65
23640 - Millwright	19.35
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	16.96
23790 - Pipefitter, Maintenance	17.80
23810 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	19.35
23850 - Rigger	19.35
23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	19.24
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	21.03
23932 - Telecommunications Mechanic II	22.36
23950 - Telephone Lineman	21.32
23960 - Welder, Combination, Maintenance	19.24
23965 - Well Driller	20.50
23970 - Woodcraft Worker	19.35
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.36
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	7.33
24620 - Family Readiness And Support Services Coordinator	9.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.90
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	18.90
25190 - Ventilation Equipment Tender	13.23
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.48
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	16.49
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74

27040 - Detention Officer	16.49
27070 - Firefighter	20.08
27101 - Guard I	12.58
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.01
28042 - Carnival Equipment Repairer	10.43
28043 - Carnival Equipment Worker	8.32
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.90
28515 - Recreation Specialist	15.20
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	14.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.39
29020 - Hatch Tender	18.39
29030 - Line Handler	18.39
29041 - Stevedore I	17.07
29042 - Stevedore II	19.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.30
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.58
30030 - Cartographic Technician	22.58
30040 - Civil Engineering Technician	21.39
30061 - Drafter/CAD Operator I	16.30
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.13
30081 - Engineering Technician I	15.07
30082 - Engineering Technician II	16.90
30083 - Engineering Technician III	18.91
30084 - Engineering Technician IV	23.43
30085 - Engineering Technician V	28.66
30086 - Engineering Technician VI	34.67
30090 - Environmental Technician	21.53
30210 - Laboratory Technician	20.09
30240 - Mathematical Technician	22.58
30361 - Paralegal/Legal Assistant I	16.90
30362 - Paralegal/Legal Assistant II	19.95
30363 - Paralegal/Legal Assistant III	24.84
30364 - Paralegal/Legal Assistant IV	29.73
30390 - Photo-Optics Technician	22.58
30461 - Technical Writer I	21.64
30462 - Technical Writer II	26.45
30463 - Technical Writer III	32.01
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.71
30621 - Weather Observer, Senior	(see 2) 22.58

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.01
31030 - Bus Driver	17.05
31043 - Driver Courier	11.91
31260 - Parking and Lot Attendant	8.95
31290 - Shuttle Bus Driver	12.89
31310 - Taxi Driver	9.57
31361 - Truckdriver, Light	12.89
31362 - Truckdriver, Medium	15.45
31363 - Truckdriver, Heavy	17.91
31364 - Truckdriver, Tractor-Trailer	17.91
99000 - Miscellaneous Occupations	
99030 - Cashier	8.73
99050 - Desk Clerk	11.45
99095 - Embalmer	24.07
99251 - Laboratory Animal Caretaker I	10.35
99252 - Laboratory Animal Caretaker II	11.21
99310 - Mortician	24.07
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	11.42
99710 - Recycling Laborer	14.23
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	12.73
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	8.77
99830 - Survey Party Chief	14.51
99831 - Surveying Aide	10.10
99832 - Surveying Technician	13.85
99840 - Vending Machine Attendant	11.45
99841 - Vending Machine Repairer	14.36
99842 - Vending Machine Repairer Helper	11.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.59 per hour or \$143.60 per week or \$622.27 per month

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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2493 (Rev.-16) was first posted on www.wdol.gov on 06/17/2011

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2493
Revision No.: 16
Date Of Revision: 06/13/2011

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.03
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		16.36
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.87
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		13.19
01060 - Dispatcher, Motor Vehicle		16.87
01070 - Document Preparation Clerk		12.91
01090 - Duplicating Machine Operator		12.91
01111 - General Clerk I		11.31
01112 - General Clerk II		12.58
01113 - General Clerk III		14.12
01120 - Housing Referral Assistant		19.92
01141 - Messenger Courier		11.54
01191 - Order Clerk I		11.86
01192 - Order Clerk II		13.65
01261 - Personnel Assistant (Employment) I		12.84
01262 - Personnel Assistant (Employment) II		16.41
01263 - Personnel Assistant (Employment) III		18.30
01270 - Production Control Clerk		18.25
01280 - Receptionist		11.72
01290 - Rental Clerk		13.05
01300 - Scheduler, Maintenance		16.31
01311 - Secretary I		16.31
01312 - Secretary II		18.10
01313 - Secretary III		19.92
01320 - Service Order Dispatcher		17.05
01410 - Supply Technician		20.11
01420 - Survey Worker		17.19
01531 - Travel Clerk I		12.72
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.58
01611 - Word Processor I		12.27
01612 - Word Processor II		13.62
01613 - Word Processor III		16.87
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.72
05010 - Automotive Electrician		16.03

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05040 - Automotive Glass Installer	15.26
05070 - Automotive Worker	15.26
05110 - Mobile Equipment Servicer	13.68
05130 - Motor Equipment Metal Mechanic	16.78
05160 - Motor Equipment Metal Worker	15.26
05190 - Motor Vehicle Mechanic	16.55
05220 - Motor Vehicle Mechanic Helper	13.06
05250 - Motor Vehicle Upholstery Worker	14.47
05280 - Motor Vehicle Wrecker	15.26
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	15.26
05370 - Tire Repairer	11.03
05400 - Transmission Repair Specialist	16.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.17
07041 - Cook I	10.08
07042 - Cook II	11.24
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.03
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.96
11060 - Elevator Operator	10.49
11090 - Gardener	13.21
11122 - Housekeeping Aide	10.49
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	10.88
11240 - Maid or Houseman	8.45
11260 - Pruner	10.69
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	10.88
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.98
12012 - Certified Occupational Therapist Assistant	21.99
12015 - Certified Physical Therapist Assistant	20.94
12020 - Dental Assistant	15.28
12025 - Dental Hygienist	28.09
12030 - EKG Technician	18.35
12035 - Electroneurodiagnostic Technologist	18.35
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.14
12072 - Licensed Practical Nurse II	15.82
12073 - Licensed Practical Nurse III	17.64
12100 - Medical Assistant	12.76
12130 - Medical Laboratory Technician	14.52
12160 - Medical Record Clerk	11.72
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.42
12210 - Nuclear Medicine Technologist	25.05
12221 - Nursing Assistant I	9.62
12222 - Nursing Assistant II	10.81

12223 - Nursing Assistant III	11.80
12224 - Nursing Assistant IV	13.24
12235 - Optical Dispenser	14.65
12236 - Optical Technician	13.21
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	31.51
12315 - Registered Nurse III, Anesthetist	31.51
12316 - Registered Nurse IV	37.40
12317 - Scheduler (Drug and Alcohol Testing)	18.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.10
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.90
13041 - Illustrator I	16.64
13042 - Illustrator II	21.18
13043 - Illustrator III	25.90
13047 - Librarian	23.03
13050 - Library Aide/Clerk	11.41
13054 - Library Information Technology Systems Administrator	20.21
13058 - Library Technician	13.65
13061 - Media Specialist I	13.27
13062 - Media Specialist II	14.85
13063 - Media Specialist III	16.63
13071 - Photographer I	15.35
13072 - Photographer II	17.17
13073 - Photographer III	21.27
13074 - Photographer IV	26.03
13075 - Photographer V	31.48
13110 - Video Teleconference Technician	16.55
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.77
14042 - Computer Operator II	17.64
14043 - Computer Operator III	19.67
14044 - Computer Operator IV	21.86
14045 - Computer Operator V	24.20
14071 - Computer Programmer I	22.54
14072 - Computer Programmer II	25.40
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	15.77
14160 - Personal Computer Support Technician	21.86
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.52
15020 - Aircrew Training Devices Instructor (Rated)	34.53
15030 - Air Crew Training Devices Instructor (Pilot)	37.97
15050 - Computer Based Training Specialist / Instructor	28.52
15060 - Educational Technologist	27.39
15070 - Flight Instructor (Pilot)	37.97
15080 - Graphic Artist	20.60
15090 - Technical Instructor	19.44
15095 - Technical Instructor/Course Developer	23.78
15110 - Test Proctor	15.69

15120 - Tutor	15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.06
16030 - Counter Attendant	9.06
16040 - Dry Cleaner	11.68
16070 - Finisher, Flatwork, Machine	9.06
16090 - Presser, Hand	9.06
16110 - Presser, Machine, Drycleaning	9.06
16130 - Presser, Machine, Shirts	9.06
16160 - Presser, Machine, Wearing Apparel, Laundry	9.06
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.31
16250 - Washer, Machine	10.02
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.19
19040 - Tool And Die Maker	21.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.12
21030 - Material Coordinator	18.25
21040 - Material Expediter	18.25
21050 - Material Handling Laborer	12.62
21071 - Order Filler	11.31
21080 - Production Line Worker (Food Processing)	13.12
21110 - Shipping Packer	13.01
21130 - Shipping/Receiving Clerk	13.01
21140 - Store Worker I	11.64
21150 - Stock Clerk	15.74
21210 - Tools And Parts Attendant	13.12
21410 - Warehouse Specialist	13.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.76
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	21.76
23023 - Aircraft Mechanic III	22.84
23040 - Aircraft Mechanic Helper	15.54
23050 - Aircraft, Painter	19.79
23060 - Aircraft Servicer	17.43
23080 - Aircraft Worker	18.43
23110 - Appliance Mechanic	17.46
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	16.19
23140 - Carpet Layer	16.89
23160 - Electrician, Maintenance	20.79
23181 - Electronics Technician Maintenance I	19.62
23182 - Electronics Technician Maintenance II	20.63
23183 - Electronics Technician Maintenance III	21.72
23260 - Fabric Worker	15.86
23290 - Fire Alarm System Mechanic	17.63
23310 - Fire Extinguisher Repairer	14.94
23311 - Fuel Distribution System Mechanic	21.26
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	16.16
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	17.43
23382 - Ground Support Equipment Worker	18.43
23391 - Gunsmith I	14.94
23392 - Gunsmith II	16.89
23393 - Gunsmith III	18.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.84

23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	18.67
23430 - Heavy Equipment Mechanic	18.57
23440 - Heavy Equipment Operator	16.47
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	17.77
23470 - Laborer	12.10
23510 - Locksmith	17.77
23530 - Machinery Maintenance Mechanic	19.89
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	13.60
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	19.19
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	18.64
23810 - Plumber, Maintenance	17.78
23820 - Pneudraulic Systems Mechanic	18.71
23850 - Rigger	18.71
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	19.73
23910 - Small Engine Mechanic	16.18
23931 - Telecommunications Mechanic I	24.51
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	22.01
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	17.84
23970 - Woodcraft Worker	18.71
23980 - Woodworker	14.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.97
24610 - Chore Aide	10.00
24620 - Family Readiness And Support Services Coordinator	12.40
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.32
25040 - Sewage Plant Operator	18.97
25070 - Stationary Engineer	23.32
25190 - Ventilation Equipment Tender	16.78
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	10.97
27008 - Corrections Officer	14.96
27010 - Court Security Officer	16.11
27030 - Detection Dog Handler	12.66
27040 - Detention Officer	14.96
27070 - Firefighter	17.33
27101 - Guard I	10.97
27102 - Guard II	12.66
27131 - Police Officer I	17.61
27132 - Police Officer II	19.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.86
28042 - Carnival Equipment Repairer	11.58
28043 - Carnival Equipment Worker	8.63
28210 - Gate Attendant/Gate Tender	13.05

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28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	14.60
28510 - Recreation Aide/Health Facility Attendant	10.66
28515 - Recreation Specialist	16.58
28630 - Sports Official	11.63
28690 - Swimming Pool Operator	16.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.16
29020 - Hatch Tender	18.16
29030 - Line Handler	18.16
29041 - Stevedore I	17.22
29042 - Stevedore II	19.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	17.39
30023 - Archeological Technician III	21.62
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	20.21
30061 - Drafter/CAD Operator I	15.66
30062 - Drafter/CAD Operator II	17.58
30063 - Drafter/CAD Operator III	21.02
30064 - Drafter/CAD Operator IV	26.04
30081 - Engineering Technician I	15.84
30082 - Engineering Technician II	17.79
30083 - Engineering Technician III	20.11
30084 - Engineering Technician IV	24.92
30085 - Engineering Technician V	30.15
30086 - Engineering Technician VI	36.50
30090 - Environmental Technician	27.69
30210 - Laboratory Technician	21.05
30240 - Mathematical Technician	21.56
30361 - Paralegal/Legal Assistant I	16.72
30362 - Paralegal/Legal Assistant II	20.02
30363 - Paralegal/Legal Assistant III	24.49
30364 - Paralegal/Legal Assistant IV	29.63
30390 - Photo-Optics Technician	22.28
30461 - Technical Writer I	19.92
30462 - Technical Writer II	24.36
30463 - Technical Writer III	29.48
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or (see 2)	21.02
Surface Programs	
30621 - Weather Observer, Senior (see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.72
31030 - Bus Driver	13.65
31043 - Driver Courier	14.65
31260 - Parking and Lot Attendant	9.36
31290 - Shuttle Bus Driver	15.63
31310 - Taxi Driver	11.14
31361 - Truckdriver, Light	15.63
31362 - Truckdriver, Medium	16.51
31363 - Truckdriver, Heavy	18.00
31364 - Truckdriver, Tractor-Trailer	18.00

99000 - Miscellaneous Occupations	
99030 - Cashier	9.65
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	13.06
99310 - Mortician	25.37
99410 - Pest Controller	15.93
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	11.87
99830 - Survey Party Chief	18.72
99831 - Surveying Aide	12.40
99832 - Surveying Technician	17.02
99840 - Vending Machine Attendant	13.52
99841 - Vending Machine Repairer	16.05
99842 - Vending Machine Repairer Helper	13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.59 per hour or \$143.60 per week or \$622.27 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.