WD 05-2115 (Rev.-9) was first posted on www.wdol.gov on 06/22/2010
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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
Shirley F. Ebbesen Division of Director Wage Determinations	Wage Determination No.: 2005-2115 Revision No.: 9 Date Of Revision: 06/15/2010

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor
Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.06
01012 - Accounting Clerk II		13.29
01013 - Accounting Clerk III		16.03
01020 - Administrative Assistant		17.65
01040 - Court Reporter		14.34
01051 - Data Entry Operator I		11.02
01052 - Data Entry Operator II		13.15
01060 - Dispatcher, Motor Vehicle		16.75
01070 - Document Preparation Clerk		11.31
01090 - Duplicating Machine Operator		11.31
01111 - General Clerk I		10.69
01112 - General Clerk II		11.80
01113 - General Clerk III		18.09
01120 - Housing Referral Assistant		16.37
01141 - Messenger Courier		10.89
01191 - Order Clerk I		11.99
01192 - Order Clerk II		13.08
01261 - Personnel Assistant (Employment) I		13.07
01262 - Personnel Assistant (Employment) II		14.62
01263 - Personnel Assistant (Employment) III		16.30
01270 - Production Control Clerk		18.78
01280 - Receptionist		11.14
01290 - Rental Clerk		11.53
01300 - Scheduler, Maintenance		13.12
01311 - Secretary I		13.12
01312 - Secretary II		14.67
01313 - Secretary III		16.37
01320 - Service Order Dispatcher		14.63
01410 - Supply Technician		17.65
01420 - Survey Worker		13.76
01531 - Travel Clerk I		11.83
01532 - Travel Clerk II		12.92
01533 - Travel Clerk III		13.92
01611 - Word Processor I		12.42
01612 - Word Processor II		15.29
01613 - Word Processor III		17.11
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.96
05010 - Automotive Electrician		16.74
05040 - Automotive Glass Installer		14.73
05070 - Automotive Worker		14.73

05110 - Mobile Equipment Servicer	12.68
05130 - Motor Equipment Metal Mechanic	17.19
05160 - Motor Equipment Metal Worker	14.73
05190 - Motor Vehicle Mechanic	17.18
05220 - Motor Vehicle Mechanic Helper	12.01
05250 - Motor Vehicle Upholstery Worker	13.71
05280 - Motor Vehicle Wrecker	14.73
05310 - Painter, Automotive	15.73
05340 - Radiator Repair Specialist	14.73
05370 - Tire Repairer	11.70
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	9.87
07042 - Cook II	11.09
07070 - Dishwasher	8.00
07130 - Food Service Worker	9.21
07210 - Meat Cutter	12.87
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.02
09040 - Furniture Handler	9.62
09080 - Furniture Refinisher	15.02
09090 - Furniture Refinisher Helper	11.17
09110 - Furniture Repairer, Minor	13.09
09130 - Upholsterer	15.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.69
11060 - Elevator Operator	9.69
11090 - Gardener	12.04
11122 - Housekeeping Aide	10.26
11150 - Janitor	10.43
11210 - Laborer, Grounds Maintenance	10.60
11240 - Maid or Houseman	8.69
11260 - Pruner	10.07
11270 - Tractor Operator	11.51
11330 - Trail Maintenance Worker	10.60
11360 - Window Cleaner	11.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.60
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	25.24
12015 - Certified Physical Therapist Assistant	20.27
12020 - Dental Assistant	15.58
12025 - Dental Hygienist	27.39
12030 - EKG Technician	19.59
12035 - Electroneurodiagnostic Technologist	19.59
12040 - Emergency Medical Technician	15.15
12071 - Licensed Practical Nurse I	15.80
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	18.47
12100 - Medical Assistant	13.02
12130 - Medical Laboratory Technician	17.02
12160 - Medical Record Clerk	12.80
12190 - Medical Record Technician	14.72
12195 - Medical Transcriptionist	14.59
12210 - Nuclear Medicine Technologist	32.90
12221 - Nursing Assistant I	9.85
12222 - Nursing Assistant II	11.07
12223 - Nursing Assistant III	12.08
12224 - Nursing Assistant IV	13.56
12235 - Optical Dispenser	17.58
12236 - Optical Technician	13.33

12250 - Pharmacy Technician		13.44
12280 - Phlebotomist		13.56
12305 - Radiologic Technologist		23.35
12311 - Registered Nurse I		22.03
12312 - Registered Nurse II		26.95
12313 - Registered Nurse II, Specialist		26.95
12314 - Registered Nurse III		32.61
12315 - Registered Nurse III, Anesthetist		32.61
12316 - Registered Nurse IV		39.09
12317 - Scheduler (Drug and Alcohol Testing)		20.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.28
13012 - Exhibits Specialist II		21.41
13013 - Exhibits Specialist III		26.19
13041 - Illustrator I		17.28
13042 - Illustrator II		21.41
13043 - Illustrator III		26.19
13047 - Librarian		23.72
13050 - Library Aide/Clerk		11.27
13054 - Library Information Technology Systems Administrator		21.41
13058 - Library Technician		12.87
13061 - Media Specialist I		15.45
13062 - Media Specialist II		17.28
13063 - Media Specialist III		19.28
13071 - Photographer I		12.92
13072 - Photographer II		16.00
13073 - Photographer III		18.79
13074 - Photographer IV		22.98
13075 - Photographer V		27.81
13110 - Video Teleconference Technician		15.10
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.44
14042 - Computer Operator II		15.03
14043 - Computer Operator III		16.96
14044 - Computer Operator IV		20.82
14045 - Computer Operator V		23.11
14071 - Computer Programmer I	(see 1)	24.20
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		15.41
14160 - Personal Computer Support Technician		20.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		37.51
15050 - Computer Based Training Specialist / Instructor		26.70
15060 - Educational Technologist		23.96
15070 - Flight Instructor (Pilot)		37.51
15080 - Graphic Artist		20.70
15090 - Technical Instructor		20.05
15095 - Technical Instructor/Course Developer		24.53
15110 - Test Proctor		16.18
15120 - Tutor		16.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.37
16030 - Counter Attendant		8.37
16040 - Dry Cleaner		10.67
16070 - Finisher, Flatwork, Machine		8.37

16090 - Presser, Hand	8.37
16110 - Presser, Machine, Drycleaning	8.37
16130 - Presser, Machine, Shirts	8.37
16160 - Presser, Machine, Wearing Apparel, Laundry	8.37
16190 - Sewing Machine Operator	11.38
16220 - Tailor	12.08
16250 - Washer, Machine	9.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.70
19040 - Tool And Die Maker	21.00
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.90
21030 - Material Coordinator	18.78
21040 - Material Expediter	18.78
21050 - Material Handling Laborer	12.35
21071 - Order Filler	10.66
21080 - Production Line Worker (Food Processing)	13.90
21110 - Shipping Packer	14.88
21130 - Shipping/Receiving Clerk	14.88
21140 - Store Worker I	9.34
21150 - Stock Clerk	13.30
21210 - Tools And Parts Attendant	13.90
21410 - Warehouse Specialist	13.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.79
23021 - Aircraft Mechanic I	22.43
23022 - Aircraft Mechanic II	23.79
23023 - Aircraft Mechanic III	25.17
23040 - Aircraft Mechanic Helper	14.26
23050 - Aircraft, Painter	19.52
23060 - Aircraft Servicer	16.71
23080 - Aircraft Worker	17.95
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	12.87
23125 - Cable Splicer	23.36
23130 - Carpenter, Maintenance	17.22
23140 - Carpet Layer	16.67
23160 - Electrician, Maintenance	18.88
23181 - Electronics Technician Maintenance I	21.28
23182 - Electronics Technician Maintenance II	22.78
23183 - Electronics Technician Maintenance III	24.27
23260 - Fabric Worker	15.41
23290 - Fire Alarm System Mechanic	17.39
23310 - Fire Extinguisher Repairer	14.36
23311 - Fuel Distribution System Mechanic	23.13
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	15.16
23380 - Ground Support Equipment Mechanic	22.43
23381 - Ground Support Equipment Servicer	17.59
23382 - Ground Support Equipment Worker	18.89
23391 - Gunsmith I	16.81
23392 - Gunsmith II	18.67
23393 - Gunsmith III	20.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.10
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.20
23430 - Heavy Equipment Mechanic	17.54
23440 - Heavy Equipment Operator	18.30
23460 - Instrument Mechanic	23.23
23465 - Laboratory/Shelter Mechanic	17.84
23470 - Laborer	12.35
23510 - Locksmith	16.48

23530 - Machinery Maintenance Mechanic	22.01
23550 - Machinist, Maintenance	18.36
23580 - Maintenance Trades Helper	11.17
23591 - Metrology Technician I	23.23
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.60
23640 - Millwright	20.21
23710 - Office Appliance Repairer	21.11
23760 - Painter, Maintenance	15.02
23790 - Pipefitter, Maintenance	18.29
23810 - Plumber, Maintenance	17.19
23820 - Pneudraulic Systems Mechanic	19.01
23850 - Rigger	19.65
23870 - Scale Mechanic	16.67
23890 - Sheet-Metal Worker, Maintenance	19.44
23910 - Small Engine Mechanic	14.74
23931 - Telecommunications Mechanic I	23.22
23932 - Telecommunications Mechanic II	24.63
23950 - Telephone Lineman	20.88
23960 - Welder, Combination, Maintenance	16.28
23965 - Well Driller	18.50
23970 - Woodcraft Worker	19.01
23980 - Woodworker	12.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.12
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	9.13
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.27
25040 - Sewage Plant Operator	20.90
25070 - Stationary Engineer	22.27
25190 - Ventilation Equipment Tender	15.47
25210 - Water Treatment Plant Operator	20.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.78
27007 - Baggage Inspector	10.42
27008 - Corrections Officer	14.43
27010 - Court Security Officer	14.43
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	14.43
27070 - Firefighter	13.26
27101 - Guard I	10.42
27102 - Guard II	13.68
27131 - Police Officer I	19.58
27132 - Police Officer II	21.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.23
28042 - Carnival Equipment Repairer	10.38
28043 - Carnival Equpment Worker	8.32
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	17.10
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.99
29020 - Hatch Tender	18.99
29030 - Line Handler	18.99

29041 - Stevedore I		17.72
29042 - Stevedore II		20.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	26.69
30021 - Archeological Technician I		15.55
30022 - Archeological Technician II		17.40
30023 - Archeological Technician III		21.56
30030 - Cartographic Technician		21.56
30040 - Civil Engineering Technician		22.04
30061 - Drafter/CAD Operator I		16.01
30062 - Drafter/CAD Operator II		18.27
30063 - Drafter/CAD Operator III		20.00
30064 - Drafter/CAD Operator IV		23.88
30081 - Engineering Technician I		12.97
30082 - Engineering Technician II		16.57
30083 - Engineering Technician III		20.34
30084 - Engineering Technician IV		23.88
30085 - Engineering Technician V		29.16
30086 - Engineering Technician VI		35.34
30090 - Environmental Technician		19.61
30210 - Laboratory Technician		20.56
30240 - Mathematical Technician		22.18
30361 - Paralegal/Legal Assistant I		18.17
30362 - Paralegal/Legal Assistant II		22.79
30363 - Paralegal/Legal Assistant III		27.87
30364 - Paralegal/Legal Assistant IV		33.75
30390 - Photo-Optics Technician		22.18
30461 - Technical Writer I		21.03
30462 - Technical Writer II		25.72
30463 - Technical Writer III		30.02
30491 - Unexploded Ordnance (UXO) Technician I		22.34
30492 - Unexploded Ordnance (UXO) Technician II		27.03
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.34
30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.97
30621 - Weather Observer, Senior	(see 2)	22.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		17.28
31043 - Driver Courier		14.66
31260 - Parking and Lot Attendant		8.62
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		10.31
31361 - Truckdriver, Light		15.41
31362 - Truckdriver, Medium		18.16
31363 - Truckdriver, Heavy		18.36
31364 - Truckdriver, Tractor-Trailer		18.36
99000 - Miscellaneous Occupations		
99030 - Cashier		8.36
99050 - Desk Clerk		9.58
99095 - Embalmer		24.27
99251 - Laboratory Animal Caretaker I		10.44
99252 - Laboratory Animal Caretaker II		11.35
99310 - Mortician		24.27
99410 - Pest Controller		14.06
99510 - Photofinishing Worker		13.43
99710 - Recycling Laborer		13.87
99711 - Recycling Specialist		17.70
99730 - Refuse Collector		12.31

99810 - Sales Clerk	12.31
99820 - School Crossing Guard	10.67
99830 - Survey Party Chief	18.66
99831 - Surveying Aide	10.57
99832 - Surveying Technician	14.49
99840 - Vending Machine Attendant	11.62
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.50 per hour or $140.00 per week or $606.67 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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 ordance, 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 ordance, 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.