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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.: 2005-2109  
Revision No.: 10  
Date Of Revision: 06/15/2010

State: Florida

Area: Florida Counties of Flagler, volusia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.68
01012 - Accounting Clerk II		13.31
01013 - Accounting Clerk III		14.96
01020 - Administrative Assistant		17.20
01040 - Court Reporter		18.19
01051 - Data Entry Operator I		10.73
01052 - Data Entry Operator II		11.92
01060 - Dispatcher, Motor Vehicle		14.49
01070 - Document Preparation Clerk		11.78
01090 - Duplicating Machine Operator		11.78
01111 - General Clerk I		10.72
01112 - General Clerk II		11.70
01113 - General Clerk III		13.13
01120 - Housing Referral Assistant		15.48
01141 - Messenger Courier		11.59
01191 - Order Clerk I		10.98
01192 - Order Clerk II		11.98
01261 - Personnel Assistant (Employment) I		13.77
01262 - Personnel Assistant (Employment) II		15.40
01263 - Personnel Assistant (Employment) III		17.18
01270 - Production Control Clerk		16.86
01280 - Receptionist		11.11
01290 - Rental Clerk		11.01
01300 - Scheduler, Maintenance		12.41
01311 - Secretary I		12.41
01312 - Secretary II		13.88
01313 - Secretary III		15.48
01320 - Service Order Dispatcher		11.94
01410 - Supply Technician		17.20
01420 - Survey Worker		13.15
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.44
01611 - Word Processor I		11.09
01612 - Word Processor II		12.44
01613 - Word Processor III		13.91
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.04
05010 - Automotive Electrician		15.68
05040 - Automotive Glass Installer		14.87
05070 - Automotive Worker		14.87
05110 - Mobile Equipment Servicer		12.78
05130 - Motor Equipment Metal Mechanic		16.51

05160 - Motor Equipment Metal worker	14.87
05190 - Motor Vehicle Mechanic	16.51
05220 - Motor Vehicle Mechanic Helper	12.22
05250 - Motor Vehicle Upholstery worker	14.04
05280 - Motor Vehicle wrecker	14.87
05310 - Painter, Automotive	15.68
05340 - Radiator Repair Specialist	14.87
05370 - Tire Repairer	11.11
05400 - Transmission Repair Specialist	16.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.30
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	8.14
07130 - Food Service Worker	8.73
07210 - Meat Cutter	15.26
07260 - Waiter/waitress	9.60
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.72
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	15.36
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.63
09130 - Upholsterer	15.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.98
11060 - Elevator Operator	9.31
11090 - Gardener	13.56
11122 - Housekeeping Aide	10.44
11150 - Janitor	10.44
11210 - Laborer, Grounds Maintenance	10.48
11240 - Maid or Houseman	9.15
11260 - Pruner	9.31
11270 - Tractor Operator	12.24
11330 - Trail Maintenance Worker	10.48
11360 - Window Cleaner	11.45
12000 - Health Occupations	
12010 - Ambulance Driver	17.46
12011 - Breath Alcohol Technician	17.46
12012 - Certified Occupational Therapist Assistant	22.96
12015 - Certified Physical Therapist Assistant	23.64
12020 - Dental Assistant	15.48
12025 - Dental Hygienist	26.35
12030 - EKG Technician	17.37
12035 - Electroneurodiagnostic Technologist	17.37
12040 - Emergency Medical Technician	17.46
12071 - Licensed Practical Nurse I	14.96
12072 - Licensed Practical Nurse II	16.73
12073 - Licensed Practical Nurse III	18.66
12100 - Medical Assistant	12.75
12130 - Medical Laboratory Technician	16.25
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	14.58
12210 - Nuclear Medicine Technologist	36.12
12221 - Nursing Assistant I	10.39
12222 - Nursing Assistant II	11.68
12223 - Nursing Assistant III	12.75
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	16.18
12236 - Optical Technician	14.49
12250 - Pharmacy Technician	12.39
12280 - Phlebotomist	14.30

12305 - Radiologic Technologist	23.26
12311 - Registered Nurse I	21.74
12312 - Registered Nurse II	26.59
12313 - Registered Nurse II, Specialist	26.59
12314 - Registered Nurse III	32.18
12315 - Registered Nurse III, Anesthetist	32.18
12316 - Registered Nurse IV	38.54
12317 - Scheduler (Drug and Alcohol Testing)	20.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.78
13012 - Exhibits Specialist II	24.57
13013 - Exhibits Specialist III	30.06
13041 - Illustrator I	19.78
13042 - Illustrator II	24.57
13043 - Illustrator III	30.06
13047 - Librarian	27.69
13050 - Library Aide/Clerk	12.47
13054 - Library Information Technology Systems Administrator	24.57
13058 - Library Technician	14.28
13061 - Media Specialist I	14.87
13062 - Media Specialist II	16.62
13063 - Media Specialist III	18.52
13071 - Photographer I	15.57
13072 - Photographer II	17.66
13073 - Photographer III	22.17
13074 - Photographer IV	27.06
13075 - Photographer V	32.84
13110 - Video Teleconference Technician	14.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.84
14042 - Computer Operator II	17.02
14043 - Computer Operator III	19.46
14044 - Computer Operator IV	21.57
14045 - Computer Operator V	23.93
14071 - Computer Programmer I	(see 1) 18.74
14072 - Computer Programmer II	(see 1) 23.63
14073 - Computer Programmer III	(see 1) 26.35
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 25.38
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.84
14160 - Personal Computer Support Technician	21.57
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.38
15020 - Aircrew Training Devices Instructor (Rated)	31.25
15030 - Air Crew Training Devices Instructor (Pilot)	37.46
15050 - Computer Based Training Specialist / Instructor	25.38
15060 - Educational Technologist	27.29
15070 - Flight Instructor (Pilot)	37.46
15080 - Graphic Artist	18.60
15090 - Technical Instructor	17.77
15095 - Technical Instructor/Course Developer	21.74
15110 - Test Proctor	14.34
15120 - Tutor	14.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.54
16030 - Counter Attendant	9.54
16040 - Dry Cleaner	11.46
16070 - Finisher, Flatwork, Machine	9.54
16090 - Presser, Hand	9.54
16110 - Presser, Machine, Drycleaning	9.54

16130 - Presser, Machine, Shirts	9.54
16160 - Presser, Machine, Wearing Apparel, Laundry	9.54
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.84
16250 - Washer, Machine	10.13
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.51
19040 - Tool And Die Maker	20.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.28
21030 - Material Coordinator	16.86
21040 - Material Expediter	16.86
21050 - Material Handling Laborer	10.53
21071 - Order Filler	11.52
21080 - Production Line Worker (Food Processing)	13.28
21110 - Shipping Packer	13.04
21130 - Shipping/Receiving Clerk	13.04
21140 - Store Worker I	9.67
21150 - Stock Clerk	13.77
21210 - Tools And Parts Attendant	13.28
21410 - Warehouse Specialist	13.28
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.78
23021 - Aircraft Mechanic I	19.59
23022 - Aircraft Mechanic II	20.78
23023 - Aircraft Mechanic III	21.98
23040 - Aircraft Mechanic Helper	13.90
23050 - Aircraft, Painter	18.05
23060 - Aircraft Servicer	16.00
23080 - Aircraft Worker	17.19
23110 - Appliance Mechanic	15.92
23120 - Bicycle Repairer	10.18
23125 - Cable Splicer	20.65
23130 - Carpenter, Maintenance	17.22
23140 - Carpet Layer	16.47
23160 - Electrician, Maintenance	16.55
23181 - Electronics Technician Maintenance I	18.90
23182 - Electronics Technician Maintenance II	19.89
23183 - Electronics Technician Maintenance III	21.10
23260 - Fabric Worker	14.66
23290 - Fire Alarm System Mechanic	17.18
23310 - Fire Extinguisher Repairer	13.56
23311 - Fuel Distribution System Mechanic	15.78
23312 - Fuel Distribution System Operator	15.32
23370 - General Maintenance Worker	14.46
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.18
23391 - Gunsmith I	13.56
23392 - Gunsmith II	15.74
23393 - Gunsmith III	17.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.22
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.26
23430 - Heavy Equipment Mechanic	16.70
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	17.96
23465 - Laboratory/Shelter Mechanic	16.86
23470 - Laborer	10.53
23510 - Locksmith	15.36
23530 - Machinery Maintenance Mechanic	18.63
23550 - Machinist, Maintenance	16.19

23580 - Maintenance Trades Helper	10.99
23591 - Metrology Technician I	17.96
23592 - Metrology Technician II	19.05
23593 - Metrology Technician III	20.15
23640 - Millwright	17.96
23710 - Office Appliance Repairer	16.49
23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	15.97
23810 - Plumber, Maintenance	15.49
23820 - Pneudraulic Systems Mechanic	17.96
23850 - Rigger	17.96
23870 - Scale Mechanic	15.74
23890 - Sheet-Metal Worker, Maintenance	15.55
23910 - Small Engine Mechanic	14.73
23931 - Telecommunications Mechanic I	20.47
23932 - Telecommunications Mechanic II	21.71
23950 - Telephone Lineman	20.03
23960 - Welder, Combination, Maintenance	14.88
23965 - Well Driller	17.96
23970 - Woodcraft Worker	17.96
23980 - Woodworker	15.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.82
24580 - Child Care Center Clerk	12.49
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	12.90
24630 - Homemaker	14.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.38
25040 - Sewage Plant Operator	19.13
25070 - Stationary Engineer	20.38
25190 - Ventilation Equipment Tender	14.16
25210 - Water Treatment Plant Operator	19.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.19
27007 - Baggage Inspector	10.77
27008 - Corrections Officer	17.40
27010 - Court Security Officer	17.40
27030 - Detection Dog Handler	13.11
27040 - Detention Officer	17.40
27070 - Firefighter	17.65
27101 - Guard I	10.22
27102 - Guard II	13.11
27131 - Police Officer I	17.10
27132 - Police Officer II	19.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.76
28043 - Carnival Equipment Worker	8.99
28210 - Gate Attendant/Gate Tender	12.74
28310 - Lifeguard	11.35
28350 - Park Attendant (Aide)	14.25
28510 - Recreation Aide/Health Facility Attendant	10.40
28515 - Recreation Specialist	15.46
28630 - Sports Official	11.35
28690 - Swimming Pool Operator	15.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.29
29020 - Hatch Tender	18.29
29030 - Line Handler	18.29
29041 - Stevedore I	16.89
29042 - Stevedore II	19.58

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		18.06
30022 - Archeological Technician II		20.72
30023 - Archeological Technician III		25.08
30030 - Cartographic Technician		25.08
30040 - Civil Engineering Technician		20.19
30061 - Drafter/CAD Operator I		16.48
30062 - Drafter/CAD Operator II		20.55
30063 - Drafter/CAD Operator III		22.84
30064 - Drafter/CAD Operator IV		25.29
30081 - Engineering Technician I		14.18
30082 - Engineering Technician II		17.62
30083 - Engineering Technician III		20.31
30084 - Engineering Technician IV		24.79
30085 - Engineering Technician V		30.21
30086 - Engineering Technician VI		36.60
30090 - Environmental Technician		20.36
30210 - Laboratory Technician		17.85
30240 - Mathematical Technician		25.08
30361 - Paralegal/Legal Assistant I		17.29
30362 - Paralegal/Legal Assistant II		20.89
30363 - Paralegal/Legal Assistant III		25.55
30364 - Paralegal/Legal Assistant IV		30.90
30390 - Photo-Optics Technician		25.08
30461 - Technical Writer I		24.79
30462 - Technical Writer II		30.21
30463 - Technical Writer III		35.56
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)	22.22
30621 - Weather Observer, Senior	(see 2)	22.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.35
31030 - Bus Driver		14.23
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		13.02
31310 - Taxi Driver		11.29
31361 - Truckdriver, Light		13.02
31362 - Truckdriver, Medium		14.23
31363 - Truckdriver, Heavy		18.14
31364 - Truckdriver, Tractor-Trailer		18.14
99000 - Miscellaneous Occupations		
99030 - Cashier		8.69
99050 - Desk Clerk		9.95
99095 - Embalmer		25.34
99251 - Laboratory Animal Caretaker I		10.23
99252 - Laboratory Animal Caretaker II		10.75
99310 - Mortician		25.34
99410 - Pest Controller		15.05
99510 - Photofinishing Worker		12.91
99710 - Recycling Laborer		12.45
99711 - Recycling Specialist		15.08
99730 - Refuse Collector		11.05
99810 - Sales Clerk		13.44
99820 - School Crossing Guard		11.05

99830 - Survey Party Chief	16.32
99831 - Surveying Aide	10.69
99832 - Surveying Technician	14.64
99840 - Vending Machine Attendant	14.77
99841 - Vending Machine Repairer	16.29
99842 - Vending Machine Repairer Helper	14.77

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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 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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:

J) 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.