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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.: 2005-2255
Revision No.: 10
Date Of Revision: 05/26/2009

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham,
Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton,
Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole,
Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston,
Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton,
Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon,
Milford, Southborough, Upton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		25.05
01040 - Court Reporter		20.86
01051 - Data Entry Operator I		14.46
01052 - Data Entry Operator II		15.38
01060 - Dispatcher, Motor Vehicle		19.35
01070 - Document Preparation Clerk		14.87
01090 - Duplicating Machine Operator		14.87
01111 - General Clerk I		14.37
01112 - General Clerk II		15.57
01113 - General Clerk III		16.75
01120 - Housing Referral Assistant		21.94
01141 - Messenger Courier		12.98
01191 - Order Clerk I		14.82
01192 - Order Clerk II		16.17
01261 - Personnel Assistant (Employment) I		17.16
01262 - Personnel Assistant (Employment) II		19.20
01263 - Personnel Assistant (Employment) III		21.40
01270 - Production Control Clerk		20.93
01280 - Receptionist		13.45

01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	17.59
01311 - Secretary I	17.59
01312 - Secretary II	19.68
01313 - Secretary III	21.94
01320 - Service Order Dispatcher	17.10
01410 - Supply Technician	25.05
01420 - Survey Worker	15.40
01531 - Travel Clerk I	13.49
01532 - Travel Clerk II	14.60
01533 - Travel Clerk III	15.73
01611 - Word Processor I	15.97
01612 - Word Processor II	17.93
01613 - Word Processor III	20.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.48
05010 - Automotive Electrician	19.99
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.11
05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal Mechanic	20.86
05160 - Motor Equipment Metal Worker	19.11
05190 - Motor Vehicle Mechanic	20.86
05220 - Motor Vehicle Mechanic Helper	16.31
05250 - Motor Vehicle Upholstery Worker	18.16
05280 - Motor Vehicle Wrecker	19.11
05310 - Painter, Automotive	19.99
05340 - Radiator Repair Specialist	19.11
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	20.86
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	12.47
07042 - Cook II	13.72
07070 - Dishwasher	9.22
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	11.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.02
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.02
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer, Minor	15.45
09130 - Upholsterer	17.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	16.75
11122 - Housekeeping Aide	13.83
11150 - Janitor	13.83
11210 - Laborer, Grounds Maintenance	14.76
11240 - Maid or Houseman	11.80
11260 - Pruner	13.38
11270 - Tractor Operator	16.02
11330 - Trail Maintenance Worker	14.76
11360 - Window Cleaner	14.88
12000 - Health Occupations	
12010 - Ambulance Driver	17.53
12011 - Breath Alcohol Technician	17.92

12012 - Certified Occupational Therapist Assistant	21.73
12015 - Certified Physical Therapist Assistant	22.60
12020 - Dental Assistant	18.50
12025 - Dental Hygienist	35.93
12030 - EKG Technician	26.57
12035 - Electroneurodiagnostic Technologist	26.57
12040 - Emergency Medical Technician	18.44
12071 - Licensed Practical Nurse I	18.72
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.35
12100 - Medical Assistant	16.19
12130 - Medical Laboratory Technician	18.06
12160 - Medical Record Clerk	14.99
12190 - Medical Record Technician	16.78
12195 - Medical Transcriptionist	16.47
12210 - Nuclear Medicine Technologist	34.87
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.58
12223 - Nursing Assistant III	13.63
12224 - Nursing Assistant IV	15.30
12235 - Optical Dispenser	21.68
12236 - Optical Technician	17.68
12250 - Pharmacy Technician	18.91
12280 - Phlebotomist	15.30
12305 - Radiologic Technologist	31.69
12311 - Registered Nurse I	29.26
12312 - Registered Nurse II	37.68
12313 - Registered Nurse II, Specialist	37.68
12314 - Registered Nurse III	46.57
12315 - Registered Nurse III, Anesthetist	46.57
12316 - Registered Nurse IV	55.80
12317 - Scheduler (Drug and Alcohol Testing)	19.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.75
13050 - Library Aide/Clerk	15.72
13054 - Library Information Technology Systems Administrator	28.03
13058 - Library Technician	17.89
13061 - Media Specialist I	17.09
13062 - Media Specialist II	18.13
13063 - Media Specialist III	20.22
13071 - Photographer I	16.53
13072 - Photographer II	18.80
13073 - Photographer III	23.90
13074 - Photographer IV	29.22
13075 - Photographer V	35.35
13110 - Video Teleconference Technician	17.54
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.16
14042 - Computer Operator II	21.44
14043 - Computer Operator III	23.90
14044 - Computer Operator IV	25.56
14045 - Computer Operator V	29.40
14071 - Computer Programmer I	23.48

(see 1)

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.16
14160 - Personal Computer Support Technician		25.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.14
15020 - Aircrew Training Devices Instructor (Rated)		41.31
15030 - Air Crew Training Devices Instructor (Pilot)		48.93
15050 - Computer Based Training Specialist / Instructor		33.11
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		48.93
15080 - Graphic Artist		31.54
15090 - Technical Instructor		25.20
15095 - Technical Instructor/Course Developer		30.83
15110 - Test Proctor		20.35
15120 - Tutor		20.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.48
16030 - Counter Attendant		10.48
16040 - Dry Cleaner		13.93
16070 - Finisher, Flatwork, Machine		10.48
16090 - Presser, Hand		10.48
16110 - Presser, Machine, Drycleaning		10.48
16130 - Presser, Machine, Shirts		10.48
16160 - Presser, Machine, Wearing Apparel, Laundry		10.48
16190 - Sewing Machine Operator		14.77
16220 - Tailor		15.44
16250 - Washer, Machine		11.66
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.65
19040 - Tool And Die Maker		24.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.23
21030 - Material Coordinator		21.94
21040 - Material Expediter		21.94
21050 - Material Handling Laborer		14.26
21071 - Order Filler		14.10
21080 - Production Line Worker (Food Processing)		17.23
21110 - Shipping Packer		17.19
21130 - Shipping/Receiving Clerk		17.19
21140 - Store Worker I		11.97
21150 - Stock Clerk		16.32
21210 - Tools And Parts Attendant		17.23
21410 - Warehouse Specialist		17.23
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.32
23021 - Aircraft Mechanic I		28.22
23022 - Aircraft Mechanic II		30.32
23023 - Aircraft Mechanic III		30.61
23040 - Aircraft Mechanic Helper		20.65
23050 - Aircraft, Painter		24.38
23060 - Aircraft Servicer		23.22
23080 - Aircraft Worker		24.04
23110 - Appliance Mechanic		22.73
23120 - Bicycle Repairer		14.22
23125 - Cable Splicer		29.41

23130 - Carpenter, Maintenance	25.96
23140 - Carpet Layer	23.90
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	25.45
23182 - Electronics Technician Maintenance II	26.64
23183 - Electronics Technician Maintenance III	27.79
23260 - Fabric Worker	20.67
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	20.37
23311 - Fuel Distribution System Mechanic	25.71
23312 - Fuel Distribution System Operator	20.37
23370 - General Maintenance Worker	21.61
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	20.37
23392 - Gunsmith II	22.56
23393 - Gunsmith III	24.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.60
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	27.47
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	23.61
23470 - Laborer	14.10
23510 - Locksmith	23.61
23530 - Machinery Maintenance Mechanic	24.45
23550 - Machinist, Maintenance	25.08
23580 - Maintenance Trades Helper	18.38
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.61
23640 - Millwright	24.36
23710 - Office Appliance Repairer	22.73
23760 - Painter, Maintenance	22.75
23790 - Pipefitter, Maintenance	27.70
23810 - Plumber, Maintenance	26.54
23820 - Pneudraulic Systems Mechanic	24.63
23850 - Rigger	24.63
23870 - Scale Mechanic	22.56
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	22.56
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	28.84
23950 - Telephone Lineman	27.79
23960 - Welder, Combination, Maintenance	24.63
23965 - Well Driller	24.63
23970 - Woodcraft Worker	24.63
23980 - Woodworker	20.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.62

25040	- Sewage Plant Operator	21.54
25070	- Stationary Engineer	23.62
25190	- Ventilation Equipment Tender	18.08
25210	- Water Treatment Plant Operator	21.54
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.95
27007	- Baggage Inspector	15.76
27008	- Corrections Officer	25.75
27010	- Court Security Officer	24.88
27030	- Detection Dog Handler	18.95
27040	- Detention Officer	25.75
27070	- Firefighter	23.67
27101	- Guard I	15.76
27102	- Guard II	18.95
27131	- Police Officer I	25.93
27132	- Police Officer II	28.80
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.20
28042	- Carnival Equipment Repairer	13.98
28043	- Carnival Equipment Worker	10.92
28210	- Gate Attendant/Gate Tender	14.76
28310	- Lifeguard	12.23
28350	- Park Attendant (Aide)	16.52
28510	- Recreation Aide/Health Facility Attendant	12.77
28515	- Recreation Specialist	20.56
28630	- Sports Official	13.15
28690	- Swimming Pool Operator	19.44
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	25.54
29020	- Hatch Tender	25.54
29030	- Line Handler	25.54
29041	- Stevedore I	26.29
29042	- Stevedore II	29.25
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.27
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	27.25
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.06
30021	- Archeological Technician I	19.90
30022	- Archeological Technician II	22.28
30023	- Archeological Technician III	27.59
30030	- Cartographic Technician	27.59
30040	- Civil Engineering Technician	26.16
30061	- Drafter/CAD Operator I	19.91
30062	- Drafter/CAD Operator II	22.28
30063	- Drafter/CAD Operator III	24.83
30064	- Drafter/CAD Operator IV	30.55
30081	- Engineering Technician I	15.72
30082	- Engineering Technician II	17.65
30083	- Engineering Technician III	19.76
30084	- Engineering Technician IV	24.48
30085	- Engineering Technician V	29.94
30086	- Engineering Technician VI	34.99
30090	- Environmental Technician	25.90
30210	- Laboratory Technician	23.10
30240	- Mathematical Technician	27.59
30361	- Paralegal/Legal Assistant I	20.44
30362	- Paralegal/Legal Assistant II	25.32
30363	- Paralegal/Legal Assistant III	30.97
30364	- Paralegal/Legal Assistant IV	37.46
30390	- Photo-Optics Technician	27.59

30461 - Technical Writer I	24.48
30462 - Technical Writer II	29.95
30463 - Technical Writer III	36.23
30491 - Unexploded Ordnance (UXO) Technician I	24.33
30492 - Unexploded Ordnance (UXO) Technician II	29.43
30493 - Unexploded Ordnance (UXO) Technician III	35.28
30494 - Unexploded (UXO) Safety Escort	24.33
30495 - Unexploded (UXO) Sweep Personnel	24.33
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.83
30621 - Weather Observer, Senior	(see 2) 27.59
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.20
31030 - Bus Driver	17.52
31043 - Driver Courier	15.79
31260 - Parking and Lot Attendant	10.64
31290 - Shuttle Bus Driver	16.93
31310 - Taxi Driver	12.74
31361 - Truckdriver, Light	16.93
31362 - Truckdriver, Medium	18.70
31363 - Truckdriver, Heavy	20.68
31364 - Truckdriver, Tractor-Trailer	20.68
99000 - Miscellaneous Occupations	
99030 - Cashier	11.25
99050 - Desk Clerk	13.70
99095 - Embalmer	24.92
99251 - Laboratory Animal Caretaker I	14.46
99252 - Laboratory Animal Caretaker II	15.62
99310 - Mortician	32.94
99410 - Pest Controller	16.18
99510 - Photofinishing Worker	13.51
99710 - Recycling Laborer	19.15
99711 - Recycling Specialist	22.61
99730 - Refuse Collector	17.36
99810 - Sales Clerk	13.24
99820 - School Crossing Guard	12.86
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	15.79
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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.

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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.: 2005-2307
Revision No.: 7
Date Of Revision: 06/11/2008

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte
Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.44
01012 - Accounting Clerk II	15.08
01013 - Accounting Clerk III	17.77
01020 - Administrative Assistant	21.80
01040 - Court Reporter	18.32
01051 - Data Entry Operator I	11.90
01052 - Data Entry Operator II	14.14
01060 - Dispatcher, Motor Vehicle	18.55
01070 - Document Preparation Clerk	13.03
01090 - Duplicating Machine Operator	13.03
01111 - General Clerk I	12.50
01112 - General Clerk II	14.03
01113 - General Clerk III	15.79
01120 - Housing Referral Assistant	19.64
01141 - Messenger Courier	10.91
01191 - Order Clerk I	12.73
01192 - Order Clerk II	15.29
01261 - Personnel Assistant (Employment) I	16.17
01262 - Personnel Assistant (Employment) II	17.97
01263 - Personnel Assistant (Employment) III	19.54
01270 - Production Control Clerk	19.03
01280 - Receptionist	12.56
01290 - Rental Clerk	14.73
01300 - Scheduler, Maintenance	14.91
01311 - Secretary I	14.91
01312 - Secretary II	16.60
01313 - Secretary III	19.64
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	23.03
01420 - Survey Worker	15.47
01531 - Travel Clerk I	12.20

01532 - Travel Clerk II	13.17
01533 - Travel Clerk III	14.14
01611 - Word Processor I	12.92
01612 - Word Processor II	15.11
01613 - Word Processor III	16.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.03
05010 - Automotive Electrician	19.32
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.03
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	20.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.20
07041 - Cook I	10.54
07042 - Cook II	11.88
07070 - Dishwasher	8.73
07130 - Food Service Worker	10.17
07210 - Meat Cutter	15.22
07260 - Waiter/Waitress	8.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.30
09040 - Furniture Handler	14.32
09080 - Furniture Refinisher	19.30
09090 - Furniture Refinisher Helper	15.46
09110 - Furniture Repairer, Minor	17.52
09130 - Upholsterer	19.30
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.96
11060 - Elevator Operator	11.75
11090 - Gardener	14.55
11122 - Housekeeping Aide	11.75
11150 - Janitor	11.75
11210 - Laborer, Grounds Maintenance	12.13
11240 - Maid or Houseman	9.63
11260 - Pruner	11.75
11270 - Tractor Operator	13.97
11330 - Trail Maintenance Worker	12.13
11360 - Window Cleaner	12.12
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	15.49
12012 - Certified Occupational Therapist Assistant	18.72
12015 - Certified Physical Therapist Assistant	18.96
12020 - Dental Assistant	14.64
12025 - Dental Hygienist	31.54
12030 - EKG Technician	22.03
12035 - Electroneurodiagnostic Technologist	22.03
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	13.75
12072 - Licensed Practical Nurse II	15.49

12073 - Licensed Practical Nurse III	17.30
12100 - Medical Assistant	13.16
12130 - Medical Laboratory Technician	14.91
12160 - Medical Record Clerk	13.38
12190 - Medical Record Technician	15.06
12195 - Medical Transcriptionist	15.29
12210 - Nuclear Medicine Technologist	30.07
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.18
12223 - Nursing Assistant III	12.18
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	12.84
12236 - Optical Technician	12.35
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	23.92
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	26.17
12313 - Registered Nurse II, Specialist	26.15
12314 - Registered Nurse III	33.15
12315 - Registered Nurse III, Anesthetist	33.15
12316 - Registered Nurse IV	38.03
12317 - Scheduler (Drug and Alcohol Testing)	19.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.11
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	29.94
13041 - Illustrator I	18.65
13042 - Illustrator II	22.33
13043 - Illustrator III	27.90
13047 - Librarian	30.95
13050 - Library Aide/Clerk	10.37
13054 - Library Information Technology Systems Administrator	22.53
13058 - Library Technician	13.21
13061 - Media Specialist I	17.03
13062 - Media Specialist II	19.04
13063 - Media Specialist III	21.24
13071 - Photographer I	15.21
13072 - Photographer II	17.32
13073 - Photographer III	21.07
13074 - Photographer IV	25.78
13075 - Photographer V	31.20
13110 - Video Teleconference Technician	17.17
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.91
14042 - Computer Operator II	17.82
14043 - Computer Operator III	19.87
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	24.53
14071 - Computer Programmer I (1)	21.01
14072 - Computer Programmer II (1)	26.04
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	15.91
14160 - Personal Computer Support Technician	23.48
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.66

15020 - Aircrew Training Devices Instructor (Rated)	31.06
15030 - Air Crew Training Devices Instructor (Pilot)	37.21
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	24.22
15070 - Flight Instructor (Pilot)	37.21
15080 - Graphic Artist	23.00
15090 - Technical Instructor	20.37
15095 - Technical Instructor/Course Developer	24.93
15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.69
16030 - Counter Attendant	8.69
16040 - Dry Cleaner	11.21
16070 - Finisher, Flatwork, Machine	8.69
16090 - Presser, Hand	8.69
16110 - Presser, Machine, Drycleaning	8.69
16130 - Presser, Machine, Shirts	8.69
16160 - Presser, Machine, Wearing Apparel, Laundry	8.69
16190 - Sewing Machine Operator	12.04
16220 - Tailor	12.87
16250 - Washer, Machine	9.56
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.30
19040 - Tool And Die Maker	26.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.49
21030 - Material Coordinator	19.16
21040 - Material Expediter	19.16
21050 - Material Handling Laborer	14.72
21071 - Order Filler	12.29
21080 - Production Line Worker (Food Processing)	17.49
21110 - Shipping Packer	14.15
21130 - Shipping/Receiving Clerk	14.15
21140 - Store Worker I	12.58
21150 - Stock Clerk	17.26
21210 - Tools And Parts Attendant	17.49
21410 - Warehouse Specialist	17.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.23
23021 - Aircraft Mechanic I	23.45
23022 - Aircraft Mechanic II	24.23
23023 - Aircraft Mechanic III	25.08
23040 - Aircraft Mechanic Helper	18.12
23050 - Aircraft, Painter	22.55
23060 - Aircraft Servicer	20.53
23080 - Aircraft Worker	21.76
23110 - Appliance Mechanic	19.30
23120 - Bicycle Repairer	15.18
23125 - Cable Splicer	26.38
23130 - Carpenter, Maintenance	21.55
23140 - Carpet Layer	21.48
23160 - Electrician, Maintenance	29.98
23181 - Electronics Technician Maintenance I	21.13
23182 - Electronics Technician Maintenance II	26.65
23183 - Electronics Technician Maintenance III	27.20
23260 - Fabric Worker	17.52
23290 - Fire Alarm System Mechanic	20.01
23310 - Fire Extinguisher Repairer	16.62
23311 - Fuel Distribution System Mechanic	24.67

23312	- Fuel Distribution System Operator	19.32
23370	- General Maintenance Worker	18.57
23380	- Ground Support Equipment Mechanic	23.45
23381	- Ground Support Equipment Servicer	20.53
23382	- Ground Support Equipment Worker	21.76
23391	- Gunsmith I	16.62
23392	- Gunsmith II	19.16
23393	- Gunsmith III	21.22
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.74
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
22.46		
23430	- Heavy Equipment Mechanic	20.04
23440	- Heavy Equipment Operator	20.69
23460	- Instrument Mechanic	20.56
23465	- Laboratory/Shelter Mechanic	20.31
23470	- Laborer	13.10
23510	- Locksmith	19.78
23530	- Machinery Maintenance Mechanic	20.60
23550	- Machinist, Maintenance	20.01
23580	- Maintenance Trades Helper	15.46
23591	- Metrology Technician I	20.56
23592	- Metrology Technician II	21.25
23593	- Metrology Technician III	21.99
23640	- Millwright	23.98
23710	- Office Appliance Repairer	19.32
23760	- Painter, Maintenance	19.30
23790	- Pipefitter, Maintenance	27.67
23810	- Plumber, Maintenance	24.62
23820	- Pneudraulic Systems Mechanic	21.22
23850	- Rigger	22.01
23870	- Scale Mechanic	19.16
23890	- Sheet-Metal Worker, Maintenance	26.89
23910	- Small Engine Mechanic	20.43
23931	- Telecommunications Mechanic I	22.68
23932	- Telecommunications Mechanic II	23.40
23950	- Telephone Lineman	22.59
23960	- Welder, Combination, Maintenance	20.01
23965	- Well Driller	21.20
23970	- Woodcraft Worker	21.22
23980	- Woodworker	16.50
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	9.66
24580	- Child Care Center Clerk	13.62
24610	- Chore Aide	9.30
24620	- Family Readiness And Support Services Coordinator	12.82
24630	- Homemaker	15.46
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.41
25040	- Sewage Plant Operator	19.36
25070	- Stationary Engineer	22.41
25190	- Ventilation Equipment Tender	15.46
25210	- Water Treatment Plant Operator	19.30
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.02
27007	- Baggage Inspector	13.19
27008	- Corrections Officer	17.29
27010	- Court Security Officer	20.09
27030	- Detection Dog Handler	16.62
27040	- Detention Officer	17.29
27070	- Firefighter	19.21

27101 - Guard I	13.19
27102 - Guard II	16.62
27131 - Police Officer I	21.52
27132 - Police Officer II	23.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.70
28042 - Carnival Equipment Repairer	11.41
28043 - Carnival Equipment Worker	8.65
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.05
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.17
29020 - Hatch Tender	20.26
29030 - Line Handler	20.26
29041 - Stevedore I	19.51
29042 - Stevedore II	21.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	15.81
30022 - Archeological Technician II	17.67
30023 - Archeological Technician III	21.89
30030 - Cartographic Technician	23.94
30040 - Civil Engineering Technician	22.80
30061 - Drafter/CAD Operator I	17.27
30062 - Drafter/CAD Operator II	19.48
30063 - Drafter/CAD Operator III	21.28
30064 - Drafter/CAD Operator IV	25.78
30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00
30090 - Environmental Technician	20.48
30210 - Laboratory Technician	19.61
30240 - Mathematical Technician	23.94
30361 - Paralegal/Legal Assistant I	15.63
30362 - Paralegal/Legal Assistant II	20.18
30363 - Paralegal/Legal Assistant III	24.68
30364 - Paralegal/Legal Assistant IV	29.86
30390 - Photo-Optics Technician	23.94
30461 - Technical Writer I	19.76
30462 - Technical Writer II	24.16
30463 - Technical Writer III	29.23
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	36.90
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.92
30621 - Weather Observer, Senior (2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.37

31030 - Bus Driver	17.28
31043 - Driver Courier	13.25
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	14.34
31310 - Taxi Driver	10.88
31361 - Truckdriver, Light	14.34
31362 - Truckdriver, Medium	19.23
31363 - Truckdriver, Heavy	19.58
31364 - Truckdriver, Tractor-Trailer	19.58
99000 - Miscellaneous Occupations	
99030 - Cashier	9.26
99050 - Desk Clerk	9.07
99095 - Embalmer	20.21
99251 - Laboratory Animal Caretaker I	9.60
99252 - Laboratory Animal Caretaker II	10.39
99310 - Mortician	24.99
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	11.65
99710 - Recycling Laborer	15.79
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.15
99810 - Sales Clerk	11.80
99820 - School Crossing Guard	9.31
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	13.19
99841 - Vending Machine Repairer	15.86
99842 - Vending Machine Repairer Helper	13.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) 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 conformance 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 05-2047 (Rev.-9) was first posted on www.wdol.gov on 06/02/2009

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.: 2005-2047
Revision No.: 9
Date Of Revision: 05/26/2009

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits
can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination
1977-1297.

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.61
01020 - Administrative Assistant		26.82
01040 - Court Reporter		19.38
01051 - Data Entry Operator I		12.05
01052 - Data Entry Operator II		13.15
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.66
01090 - Duplicating Machine Operator		13.66
01111 - General Clerk I		10.69
01112 - General Clerk II		14.92
01113 - General Clerk III		16.67
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		10.62
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		17.26
01262 - Personnel Assistant (Employment) II		19.31
01263 - Personnel Assistant (Employment) III		22.26
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		15.10
01300 - Scheduler, Maintenance		16.84
01311 - Secretary I		16.84
01312 - Secretary II		19.17
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.38
01531 - Travel Clerk I		14.25
01532 - Travel Clerk II		15.43

01533 - Travel Clerk III	16.57
01611 - Word Processor I	15.03
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.94
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	22.94
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.94
05220 - Motor Vehicle Mechanic Helper	17.90
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	22.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.85
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	18.59
09090 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.19
11060 - Elevator Operator	11.19
11090 - Gardener	17.46
11122 - Housekeeping Aide	11.44
11150 - Janitor	13.27
11210 - Laborer, Grounds Maintenance	13.09
11240 - Maid or Houseman	9.36
11260 - Pruner	13.27
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.09
11360 - Window Cleaner	15.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	26.03
12015 - Certified Physical Therapist Assistant	25.97
12020 - Dental Assistant	16.41
12025 - Dental Hygienist	38.30
12030 - EKG Technician	26.48
12035 - Electroneurodiagnostic Technologist	26.48
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.77
12073 - Licensed Practical Nurse III	22.42

12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	34.87
12221 - Nursing Assistant I	9.63
12222 - Nursing Assistant II	10.82
12223 - Nursing Assistant III	11.81
12224 - Nursing Assistant IV	13.26
12235 - Optical Dispenser	16.65
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.34
12280 - Phlebotomist	13.26
12305 - Radiologic Technologist	24.54
12311 - Registered Nurse I	30.80
12312 - Registered Nurse II	37.68
12313 - Registered Nurse II, Specialist	37.68
12314 - Registered Nurse III	45.63
12315 - Registered Nurse III, Anesthetist	45.63
12316 - Registered Nurse IV	54.69
12317 - Scheduler (Drug and Alcohol Testing)	22.81
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.83
13012 - Exhibits Specialist II	30.76
13013 - Exhibits Specialist III	37.63
13041 - Illustrator I	25.31
13042 - Illustrator II	31.37
13043 - Illustrator III	38.35
13047 - Librarian	30.36
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	26.57
13058 - Library Technician	21.38
13061 - Media Specialist I	18.51
13062 - Media Specialist II	20.69
13063 - Media Specialist III	23.07
13071 - Photographer I	17.95
13072 - Photographer II	20.08
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13110 - Video Teleconference Technician	18.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.32
14042 - Computer Operator II	19.38
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	25.80
14071 - Computer Programmer I	(see 1) 24.93
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	17.32
14160 - Personal Computer Support Technician	25.73
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.08

15020 - Aircrew Training Devices Instructor (Rated)	41.23
15030 - Air Crew Training Devices Instructor (Pilot)	49.43
15050 - Computer Based Training Specialist / Instructor	34.08
15060 - Educational Technologist	32.81
15070 - Flight Instructor (Pilot)	49.43
15080 - Graphic Artist	25.66
15090 - Technical Instructor	23.72
15095 - Technical Instructor/Course Developer	29.02
15110 - Test Proctor	19.15
15120 - Tutor	19.15
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool And Die Maker	23.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.46
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.46
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	11.30
21150 - Stock Clerk	16.13
21210 - Tools And Parts Attendant	14.46
21410 - Warehouse Specialist	14.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.41
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	19.52
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	29.85
23130 - Carpenter, Maintenance	27.29
23140 - Carpet Layer	19.20
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	23.38
23182 - Electronics Technician Maintenance II	24.90
23183 - Electronics Technician Maintenance III	26.53
23260 - Fabric Worker	23.38
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	18.25
23311 - Fuel Distribution System Mechanic	25.48
23312 - Fuel Distribution System Operator	19.48
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	18.25
23392 - Gunsmith II	21.11
23393 - Gunsmith III	23.87
23430 - Heavy Equipment Mechanic	26.97
23440 - Heavy Equipment Operator	31.04
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	22.49

23470	- Laborer	12.49
23510	- Locksmith	18.81
23530	- Machinery Maintenance Mechanic	24.65
23550	- Machinist, Maintenance	25.41
23580	- Maintenance Trades Helper	14.82
23591	- Metrology Technician I	25.70
23592	- Metrology Technician II	27.13
23593	- Metrology Technician III	29.73
23640	- Millwright	25.45
23710	- Office Appliance Repairer	20.86
23760	- Painter, Maintenance	21.05
23790	- Pipefitter, Maintenance	23.40
23810	- Plumber, Maintenance	22.04
23820	- Pneudraulic Systems Mechanic	23.87
23850	- Rigger	26.81
23870	- Scale Mechanic	21.11
23890	- Sheet-Metal Worker, Maintenance	22.13
23910	- Small Engine Mechanic	18.70
23931	- Telecommunications Mechanic I	24.92
23932	- Telecommunications Mechanic II	26.39
23950	- Telephone Lineman	24.18
23960	- Welder, Combination, Maintenance	19.75
23965	- Well Driller	23.18
23970	- Woodcraft Worker	21.73
23980	- Woodworker	16.81
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	13.05
24580	- Child Care Center Clerk	16.03
24610	- Chore Aide	10.57
24620	- Family Readiness And Support Services Coordinator	15.39
24630	- Homemaker	19.21
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	26.22
25040	- Sewage Plant Operator	26.21
25070	- Stationary Engineer	26.22
25190	- Ventilation Equipment Tender	18.34
25210	- Water Treatment Plant Operator	26.21
27000	- Protective Service Occupations	
27004	- Alarm Monitor	23.77
27007	- Baggage Inspector	12.80
27008	- Corrections Officer	29.13
27010	- Court Security Officer	30.28
27030	- Detection Dog Handler	23.77
27040	- Detention Officer	29.13
27070	- Firefighter	29.97
27101	- Guard I	12.80
27102	- Guard II	23.77
27131	- Police Officer I	35.71
27132	- Police Officer II	39.68
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.76
28042	- Carnival Equipment Repairer	13.74
28043	- Carnival Equipment Worker	9.67
28210	- Gate Attendant/Gate Tender	14.09
28310	- Lifeguard	13.26
28350	- Park Attendant (Aide)	15.76
28510	- Recreation Aide/Health Facility Attendant	11.11
28515	- Recreation Specialist	18.75
28630	- Sports Official	12.55

28690	- Swimming Pool Operator	16.97
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.53
29020	- Hatch Tender	21.53
29030	- Line Handler	21.53
29041	- Stevedore I	20.46
29042	- Stevedore II	22.93
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.06
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	27.98
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.66
30021	- Archeological Technician I	20.47
30022	- Archeological Technician II	22.01
30023	- Archeological Technician III	31.33
30030	- Cartographic Technician	31.33
30040	- Civil Engineering Technician	28.07
30061	- Drafter/CAD Operator I	22.60
30062	- Drafter/CAD Operator II	25.28
30063	- Drafter/CAD Operator III	28.18
30064	- Drafter/CAD Operator IV	34.68
30081	- Engineering Technician I	18.14
30082	- Engineering Technician II	20.37
30083	- Engineering Technician III	22.78
30084	- Engineering Technician IV	28.23
30085	- Engineering Technician V	34.88
30086	- Engineering Technician VI	41.77
30090	- Environmental Technician	25.20
30210	- Laboratory Technician	21.03
30240	- Mathematical Technician	30.84
30361	- Paralegal/Legal Assistant I	21.17
30362	- Paralegal/Legal Assistant II	26.22
30363	- Paralegal/Legal Assistant III	32.07
30364	- Paralegal/Legal Assistant IV	38.81
30390	- Photo-Optics Technician	30.84
30461	- Technical Writer I	23.03
30462	- Technical Writer II	28.18
30463	- Technical Writer III	34.09
30491	- Unexploded Ordnance (UXO) Technician I	24.82
30492	- Unexploded Ordnance (UXO) Technician II	30.03
30493	- Unexploded Ordnance (UXO) Technician III	36.00
30494	- Unexploded (UXO) Safety Escort	24.82
30495	- Unexploded (UXO) Sweep Personnel	24.82
30620	- Weather Observer, Combined Upper Air Or (see 2)	27.65
	Surface Programs	
30621	- Weather Observer, Senior (see 2)	30.72
31000	- Transportation/Mobile Equipment Operation Occupations	
31020	- Bus Aide	13.63
31030	- Bus Driver	19.62
31043	- Driver Courier	12.90
31260	- Parking and Lot Attendant	8.83
31290	- Shuttle Bus Driver	14.07
31310	- Taxi Driver	12.03
31361	- Truckdriver, Light	14.07
31362	- Truckdriver, Medium	20.63
31363	- Truckdriver, Heavy	21.78
31364	- Truckdriver, Tractor-Trailer	21.78
99000	- Miscellaneous Occupations	
99030	- Cashier	12.13
99050	- Desk Clerk	12.65
99095	- Embalmer	21.08

99251 - Laboratory Animal Caretaker I	10.66
99252 - Laboratory Animal Caretaker II	11.63
99310 - Mortician	34.35
99410 - Pest Controller	15.17
99510 - Photofinishing Worker	14.87
99710 - Recycling Laborer	19.12
99711 - Recycling Specialist	22.43
99730 - Refuse Collector	17.05
99810 - Sales Clerk	15.57
99820 - School Crossing Guard	9.51
99830 - Survey Party Chief	34.71
99831 - Surveying Aide	19.43
99832 - Surveying Technician	25.56
99840 - Vending Machine Attendant	12.77
99841 - Vending Machine Repairer	14.67
99842 - Vending Machine Repairer Helper	12.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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.

WD 05-2017 (Rev.-11) was first posted on www.wdol.gov on 06/02/2009

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.: 2005-2017
Revision No.: 11
Date Of Revision: 05/26/2009

State: Alaska
Area: Alaska Statewide

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.33
01012 - Accounting Clerk II		18.76
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		21.89
01040 - Court Reporter		18.51
01051 - Data Entry Operator I		13.51
01052 - Data Entry Operator II		17.14
01060 - Dispatcher, Motor Vehicle		20.17
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		15.02
01112 - General Clerk II		16.39
01113 - General Clerk III		18.38
01120 - Housing Referral Assistant		20.65
01141 - Messenger Courier		14.18
01191 - Order Clerk I		14.59
01192 - Order Clerk II		15.93
01261 - Personnel Assistant (Employment) I		18.76
01262 - Personnel Assistant (Employment) II		20.97
01263 - Personnel Assistant (Employment) III		23.39
01270 - Production Control Clerk		22.22
01280 - Receptionist		13.74
01290 - Rental Clerk		15.70
01300 - Scheduler, Maintenance		16.56
01311 - Secretary I		16.56
01312 - Secretary II		18.51
01313 - Secretary III		20.65
01320 - Service Order Dispatcher		16.41
01410 - Supply Technician		21.89
01420 - Survey Worker		17.07
01531 - Travel Clerk I		14.69
01532 - Travel Clerk II		16.22
01533 - Travel Clerk III		17.93
01611 - Word Processor I		15.80
01612 - Word Processor II		17.84
01613 - Word Processor III		19.33
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.52
05010 - Automotive Electrician		23.00
05040 - Automotive Glass Installer		21.28
05070 - Automotive Worker		21.28

05110	- Mobile Equipment Servicer	19.09
05130	- Motor Equipment Metal Mechanic	23.31
05160	- Motor Equipment Metal Worker	21.28
05190	- Motor Vehicle Mechanic	23.31
05220	- Motor Vehicle Mechanic Helper	18.03
05250	- Motor Vehicle Upholstery Worker	21.28
05280	- Motor Vehicle Wrecker	21.28
05310	- Painter, Automotive	22.24
05340	- Radiator Repair Specialist	21.28
05370	- Tire Repairer	17.78
05400	- Transmission Repair Specialist	23.31
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.67
07041	- Cook I	14.81
07042	- Cook II	17.01
07070	- Dishwasher	10.99
07130	- Food Service Worker	12.32
07210	- Meat Cutter	18.87
07260	- Waiter/Waitress	10.83
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	23.58
09040	- Furniture Handler	17.36
09080	- Furniture Refinisher	23.58
09090	- Furniture Refinisher Helper	19.12
09110	- Furniture Repairer, Minor	21.36
09130	- Upholsterer	23.58
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.68
11060	- Elevator Operator	11.68
11090	- Gardener	15.93
11122	- Housekeeping Aide	13.52
11150	- Janitor	14.05
11210	- Laborer, Grounds Maintenance	13.26
11240	- Maid or Houseman	10.96
11260	- Pruner	12.19
11270	- Tractor Operator	15.03
11330	- Trail Maintenance Worker	13.26
11360	- Window Cleaner	14.76
12000	- Health Occupations	
12010	- Ambulance Driver	22.66
12011	- Breath Alcohol Technician	20.04
12012	- Certified Occupational Therapist Assistant	20.45
12015	- Certified Physical Therapist Assistant	19.91
12020	- Dental Assistant	19.79
12025	- Dental Hygienist	40.84
12030	- EKG Technician	27.18
12035	- Electroneurodiagnostic Technologist	27.18
12040	- Emergency Medical Technician	22.66
12071	- Licensed Practical Nurse I	17.92
12072	- Licensed Practical Nurse II	20.04
12073	- Licensed Practical Nurse III	22.37
12100	- Medical Assistant	16.44
12130	- Medical Laboratory Technician	21.01
12160	- Medical Record Clerk	14.87
12190	- Medical Record Technician	16.63
12195	- Medical Transcriptionist	19.94
12210	- Nuclear Medicine Technologist	39.73
12221	- Nursing Assistant I	12.85
12222	- Nursing Assistant II	14.45
12223	- Nursing Assistant III	15.79

12224	- Nursing Assistant IV	17.71
12235	- Optical Dispenser	20.20
12236	- Optical Technician	17.92
12250	- Pharmacy Technician	16.44
12280	- Phlebotomist	17.71
12305	- Radiologic Technologist	28.31
12311	- Registered Nurse I	27.78
12312	- Registered Nurse II	34.00
12313	- Registered Nurse II, Specialist	34.00
12314	- Registered Nurse III	41.11
12315	- Registered Nurse III, Anesthetist	41.11
12316	- Registered Nurse IV	49.30
12317	- Scheduler (Drug and Alcohol Testing)	24.01
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	21.09
13012	- Exhibits Specialist II	25.29
13013	- Exhibits Specialist III	30.90
13041	- Illustrator I	21.09
13042	- Illustrator II	25.29
13043	- Illustrator III	30.90
13047	- Librarian	25.66
13050	- Library Aide/Clerk	15.51
13054	- Library Information Technology Systems Administrator	23.84
13058	- Library Technician	19.63
13061	- Media Specialist I	16.71
13062	- Media Specialist II	18.70
13063	- Media Specialist III	20.85
13071	- Photographer I	19.50
13072	- Photographer II	23.82
13073	- Photographer III	27.01
13074	- Photographer IV	33.05
13075	- Photographer V	35.10
13110	- Video Teleconference Technician	16.75
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.67
14042	- Computer Operator II	18.67
14043	- Computer Operator III	24.42
14044	- Computer Operator IV	25.98
14045	- Computer Operator V	27.62
14071	- Computer Programmer I	(see 1) 24.29
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	16.67
14160	- Personal Computer Support Technician	25.98
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	32.14
15020	- Aircrew Training Devices Instructor (Rated)	38.89
15030	- Air Crew Training Devices Instructor (Pilot)	46.55
15050	- Computer Based Training Specialist / Instructor	32.14
15060	- Educational Technologist	24.74
15070	- Flight Instructor (Pilot)	40.43
15080	- Graphic Artist	25.25
15090	- Technical Instructor	21.41
15095	- Technical Instructor/Course Developer	26.21
15110	- Test Proctor	17.92

15120 - Tutor	17.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.76
16030 - Counter Attendant	10.76
16040 - Dry Cleaner	13.70
16070 - Finisher, Flatwork, Machine	10.76
16090 - Presser, Hand	10.76
16110 - Presser, Machine, Drycleaning	10.76
16130 - Presser, Machine, Shirts	10.76
16160 - Presser, Machine, Wearing Apparel, Laundry	10.76
16190 - Sewing Machine Operator	14.68
16220 - Tailor	15.68
16250 - Washer, Machine	11.74
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.49
19040 - Tool And Die Maker	31.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.23
21030 - Material Coordinator	22.22
21040 - Material Expediter	22.22
21050 - Material Handling Laborer	16.82
21071 - Order Filler	15.20
21080 - Production Line Worker (Food Processing)	19.23
21110 - Shipping Packer	17.20
21130 - Shipping/Receiving Clerk	17.20
21140 - Store Worker I	14.06
21150 - Stock Clerk	19.14
21210 - Tools And Parts Attendant	19.23
21410 - Warehouse Specialist	19.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.40
23021 - Aircraft Mechanic I	26.87
23022 - Aircraft Mechanic II	28.40
23023 - Aircraft Mechanic III	29.96
23040 - Aircraft Mechanic Helper	21.07
23050 - Aircraft, Painter	26.67
23060 - Aircraft Servicer	23.54
23080 - Aircraft Worker	24.75
23110 - Appliance Mechanic	24.68
23120 - Bicycle Repairer	19.56
23125 - Cable Splicer	31.61
23130 - Carpenter, Maintenance	27.26
23140 - Carpet Layer	23.80
23160 - Electrician, Maintenance	31.72
23181 - Electronics Technician Maintenance I	25.66
23182 - Electronics Technician Maintenance II	33.02
23183 - Electronics Technician Maintenance III	35.09
23260 - Fabric Worker	22.34
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	20.77
23311 - Fuel Distribution System Mechanic	28.42
23312 - Fuel Distribution System Operator	24.75
23370 - General Maintenance Worker	20.80
23380 - Ground Support Equipment Mechanic	26.87
23381 - Ground Support Equipment Servicer	23.54
23382 - Ground Support Equipment Worker	24.75
23391 - Gunsmith I	20.77
23392 - Gunsmith II	23.91
23393 - Gunsmith III	27.05
23410 - Heating, Ventilation And Air-Conditioning	26.32

Mechanic	
23411 - Heating, Ventilation And Air Contditioning	28.62
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	29.03
23460 - Instrument Mechanic	27.05
23465 - Laboratory/Shelter Mechanic	25.45
23470 - Laborer	15.91
23510 - Locksmith	25.45
23530 - Machinery Maintenance Mechanic	27.44
23550 - Machinist, Maintenance	27.05
23580 - Maintenance Trades Helper	18.62
23591 - Metrology Technician I	27.05
23592 - Metrology Technician II	28.59
23593 - Metrology Technician III	30.16
23640 - Millwright	27.05
23710 - Office Appliance Repairer	23.24
23760 - Painter, Maintenance	22.67
23790 - Pipefitter, Maintenance	30.26
23810 - Plumber, Maintenance	28.89
23820 - Pneudraulic Systems Mechanic	27.05
23850 - Rigger	27.05
23870 - Scale Mechanic	23.91
23890 - Sheet-Metal Worker, Maintenance	27.48
23910 - Small Engine Mechanic	23.91
23931 - Telecommunications Mechanic I	26.79
23932 - Telecommunications Mechanic II	30.61
23950 - Telephone Lineman	28.33
23960 - Welder, Combination, Maintenance	24.35
23965 - Well Driller	27.05
23970 - Woodcraft Worker	27.05
23980 - Woodworker	20.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.47
24580 - Child Care Center Clerk	15.54
24610 - Chore Aide	14.06
24620 - Family Readiness And Support Services Coordinator	16.21
24630 - Homemaker	18.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.26
25040 - Sewage Plant Operator	27.80
25070 - Stationary Engineer	29.26
25190 - Ventilation Equipment Tender	20.80
25210 - Water Treatment Plant Operator	27.80
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.71
27007 - Baggage Inspector	14.79
27008 - Corrections Officer	24.74
27010 - Court Security Officer	23.89
27030 - Detection Dog Handler	18.14
27040 - Detention Officer	24.74
27070 - Firefighter	20.42
27101 - Guard I	14.79
27102 - Guard II	18.14
27131 - Police Officer I	29.97
27132 - Police Officer II	33.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.59
28042 - Carnival Equipment Repairer	15.47

28043 - Carnival Equipment Worker	11.99
28210 - Gate Attendant/Gate Tender	13.60
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	24.78
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	21.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.08
29020 - Hatch Tender	24.08
29030 - Line Handler	24.08
29041 - Stevedore I	27.49
29042 - Stevedore II	30.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.47
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.69
30021 - Archeological Technician I	19.51
30022 - Archeological Technician II	22.64
30023 - Archeological Technician III	27.96
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	26.94
30061 - Drafter/CAD Operator I	23.41
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	29.19
30064 - Drafter/CAD Operator IV	34.79
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77
30090 - Environmental Technician	20.12
30210 - Laboratory Technician	24.19
30240 - Mathematical Technician	32.42
30361 - Paralegal/Legal Assistant I	21.93
30362 - Paralegal/Legal Assistant II	27.15
30363 - Paralegal/Legal Assistant III	33.22
30364 - Paralegal/Legal Assistant IV	40.20
30390 - Photo-Optics Technician	32.04
30461 - Technical Writer I	20.22
30462 - Technical Writer II	24.72
30463 - Technical Writer III	33.98
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 (see 2)	27.95
Surface Programs	
30621 - Weather Observer, Senior (see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.55
31030 - Bus Driver	19.13
31043 - Driver Courier	17.79
31260 - Parking and Lot Attendant	13.19
31290 - Shuttle Bus Driver	17.89
31310 - Taxi Driver	15.74
31361 - Truckdriver, Light	17.89

31362 - Truckdriver, Medium	19.85
31363 - Truckdriver, Heavy	20.84
31364 - Truckdriver, Tractor-Trailer	20.84
99000 - Miscellaneous Occupations	
99030 - Cashier	12.27
99050 - Desk Clerk	14.09
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	12.34
99252 - Laboratory Animal Caretaker II	20.92
99310 - Mortician	22.34
99410 - Pest Controller	20.48
99510 - Photofinishing Worker	11.74
99710 - Recycling Laborer	23.64
99711 - Recycling Specialist	30.18
99730 - Refuse Collector	22.85
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	16.06
99830 - Survey Party Chief	26.44
99831 - Surveying Aide	17.60
99832 - Surveying Technician	24.04
99840 - Vending Machine Attendant	15.46
99841 - Vending Machine Repairer	18.10
99842 - Vending Machine Repairer Helper	15.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 4.174)

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.