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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.: 2005-2431
 Revision No.: 7
 Date Of Revision: 08/27/2008

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.27
01012 - Accounting Clerk II	13.78
01013 - Accounting Clerk III	18.28
01020 - Administrative Assistant	20.53
01040 - Court Reporter	18.46
01051 - Data Entry Operator I	10.62
01052 - Data Entry Operator II	11.59
01060 - Dispatcher, Motor Vehicle	14.94
01070 - Document Preparation Clerk	12.24
01090 - Duplicating Machine Operator	12.24
01111 - General Clerk I	11.74
01112 - General Clerk II	12.82
01113 - General Clerk III	18.00
01120 - Housing Referral Assistant	18.77
01141 - Messenger Courier	10.32
01191 - Order Clerk I	11.46
01192 - Order Clerk II	14.08
01261 - Personnel Assistant (Employment) I	13.68
01262 - Personnel Assistant (Employment) II	15.34
01263 - Personnel Assistant (Employment) III	17.79
01270 - Production Control Clerk	19.05
01280 - Receptionist	10.73
01290 - Rental Clerk	13.68
01300 - Scheduler, Maintenance	13.57
01311 - Secretary I	13.57
01312 - Secretary II	16.20
01313 - Secretary III	18.77
01320 - Service Order Dispatcher	13.19
01410 - Supply Technician	20.53
01420 - Survey Worker	14.85
01531 - Travel Clerk I	11.68
01532 - Travel Clerk II	12.36

01533 - Travel Clerk III	12.96
01611 - Word Processor I	11.75
01612 - Word Processor II	13.19
01613 - Word Processor III	14.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.64
05010 - Automotive Electrician	16.35
05040 - Automotive Glass Installer	15.47
05070 - Automotive Worker	14.08
05110 - Mobile Equipment Servicer	12.54
05130 - Motor Equipment Metal Mechanic	15.64
05160 - Motor Equipment Metal Worker	14.08
05190 - Motor Vehicle Mechanic	15.64
05220 - Motor Vehicle Mechanic Helper	11.98
05250 - Motor Vehicle Upholstery Worker	13.31
05280 - Motor Vehicle Wrecker	14.08
05310 - Painter, Automotive	14.86
05340 - Radiator Repair Specialist	14.08
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	15.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.04
07041 - Cook I	8.31
07042 - Cook II	10.01
07070 - Dishwasher	7.32
07130 - Food Service Worker	7.66
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	7.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.86
09040 - Furniture Handler	10.36
09080 - Furniture Refinisher	14.86
09090 - Furniture Refinisher Helper	11.75
09110 - Furniture Repairer, Minor	13.31
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	9.13
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.56
11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	9.58
11240 - Maid or Houseman	7.47
11260 - Pruner	9.13
11270 - Tractor Operator	10.69
11330 - Trail Maintenance Worker	9.58
11360 - Window Cleaner	10.23
12000 - Health Occupations	
12010 - Ambulance Driver	12.92
12011 - Breath Alcohol Technician	15.20
12012 - Certified Occupational Therapist Assistant	21.92
12015 - Certified Physical Therapist Assistant	18.83
12020 - Dental Assistant	13.08
12025 - Dental Hygienist	29.89
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	12.92
12071 - Licensed Practical Nurse I	13.59
12072 - Licensed Practical Nurse II	15.20
12073 - Licensed Practical Nurse III	16.95

12100 - Medical Assistant	11.35
12130 - Medical Laboratory Technician	14.30
12160 - Medical Record Clerk	11.98
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	11.87
12210 - Nuclear Medicine Technologist	29.31
12221 - Nursing Assistant I	8.99
12222 - Nursing Assistant II	10.11
12223 - Nursing Assistant III	11.04
12224 - Nursing Assistant IV	12.39
12235 - Optical Dispenser	13.10
12236 - Optical Technician	10.76
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	12.39
12305 - Radiologic Technologist	21.31
12311 - Registered Nurse I	23.05
12312 - Registered Nurse II	28.19
12313 - Registered Nurse II, Specialist	28.19
12314 - Registered Nurse III	34.11
12315 - Registered Nurse III, Anesthetist	34.11
12316 - Registered Nurse IV	40.89
12317 - Scheduler (Drug and Alcohol Testing)	18.84
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	20.67
13013 - Exhibits Specialist III	24.88
13041 - Illustrator I	20.86
13042 - Illustrator II	23.06
13043 - Illustrator III	28.79
13047 - Librarian	18.93
13050 - Library Aide/Clerk	10.85
13054 - Library Information Technology Systems Administrator	17.07
13058 - Library Technician	11.07
13061 - Media Specialist I	12.32
13062 - Media Specialist II	13.79
13063 - Media Specialist III	15.37
13071 - Photographer I	12.06
13072 - Photographer II	14.88
13073 - Photographer III	17.97
13074 - Photographer IV	22.44
13075 - Photographer V	25.75
13110 - Video Teleconference Technician	13.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.69
14042 - Computer Operator II	15.32
14043 - Computer Operator III	18.70
14044 - Computer Operator IV	20.23
14045 - Computer Operator V	22.41
14071 - Computer Programmer I (1)	21.88
14072 - Computer Programmer II (1)	25.11
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	13.69
14160 - Personal Computer Support Technician	20.23
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.20
15020 - Aircrew Training Devices Instructor (Rated)	32.91

15030 - Air Crew Training Devices Instructor (Pilot)	36.20
15050 - Computer Based Training Specialist / Instructor	27.20
15060 - Educational Technologist	22.28
15070 - Flight Instructor (Pilot)	36.20
15080 - Graphic Artist	20.81
15090 - Technical Instructor	17.74
15095 - Technical Instructor/Course Developer	21.70
15110 - Test Proctor	15.76
15120 - Tutor	15.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.03
16030 - Counter Attendant	8.03
16040 - Dry Cleaner	10.23
16070 - Finisher, Flatwork, Machine	8.03
16090 - Presser, Hand	8.03
16110 - Presser, Machine, Drycleaning	8.03
16130 - Presser, Machine, Shirts	8.03
16160 - Presser, Machine, Wearing Apparel, Laundry	8.03
16190 - Sewing Machine Operator	10.96
16220 - Tailor	11.70
16250 - Washer, Machine	8.79
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.99
19040 - Tool And Die Maker	24.44
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.25
21030 - Material Coordinator	21.11
21040 - Material Expediter	21.11
21050 - Material Handling Laborer	10.95
21071 - Order Filler	11.74
21080 - Production Line Worker (Food Processing)	15.25
21110 - Shipping Packer	12.63
21130 - Shipping/Receiving Clerk	12.63
21140 - Store Worker I	13.22
21150 - Stock Clerk	16.03
21210 - Tools And Parts Attendant	15.25
21410 - Warehouse Specialist	15.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.41
23021 - Aircraft Mechanic I	20.39
23022 - Aircraft Mechanic II	21.41
23023 - Aircraft Mechanic III	22.48
23040 - Aircraft Mechanic Helper	14.81
23050 - Aircraft, Painter	17.63
23060 - Aircraft Servicer	16.76
23080 - Aircraft Worker	17.75
23110 - Appliance Mechanic	16.59
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	19.91
23130 - Carpenter, Maintenance	16.45
23140 - Carpet Layer	15.59
23160 - Electrician, Maintenance	18.93
23181 - Electronics Technician Maintenance I	17.95
23182 - Electronics Technician Maintenance II	22.61
23183 - Electronics Technician Maintenance III	25.36
23260 - Fabric Worker	15.98
23290 - Fire Alarm System Mechanic	16.94
23310 - Fire Extinguisher Repairer	15.05
23311 - Fuel Distribution System Mechanic	22.15
23312 - Fuel Distribution System Operator	17.99

23370 - General Maintenance Worker	15.49
23380 - Ground Support Equipment Mechanic	20.39
23381 - Ground Support Equipment Servicer	16.76
23382 - Ground Support Equipment Worker	17.75
23391 - Gunsmith I	15.05
23392 - Gunsmith II	16.80
23393 - Gunsmith III	18.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.20
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
18.20	
23430 - Heavy Equipment Mechanic	17.20
23440 - Heavy Equipment Operator	16.82
23460 - Instrument Mechanic	22.65
23465 - Laboratory/Shelter Mechanic	18.32
23470 - Laborer	10.03
23510 - Locksmith	16.58
23530 - Machinery Maintenance Mechanic	20.00
23550 - Machinist, Maintenance	17.20
23580 - Maintenance Trades Helper	11.98
23591 - Metrology Technician I	22.65
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.62
23640 - Millwright	18.54
23710 - Office Appliance Repairer	16.65
23760 - Painter, Maintenance	16.35
23790 - Pipefitter, Maintenance	19.06
23810 - Plumber, Maintenance	18.32
23820 - Pneudraulic Systems Mechanic	18.54
23850 - Rigger	18.54
23870 - Scale Mechanic	16.80
23890 - Sheet-Metal Worker, Maintenance	21.36
23910 - Small Engine Mechanic	15.49
23931 - Telecommunications Mechanic I	20.82
23932 - Telecommunications Mechanic II	21.73
23950 - Telephone Lineman	19.01
23960 - Welder, Combination, Maintenance	17.20
23965 - Well Driller	18.54
23970 - Woodcraft Worker	18.54
23980 - Woodworker	14.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	12.06
24610 - Chore Aide	8.73
24620 - Family Readiness And Support Services Coordinator	11.02
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.39
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	22.39
25190 - Ventilation Equipment Tender	13.37
25210 - Water Treatment Plant Operator	16.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.73
27007 - Baggage Inspector	11.43
27008 - Corrections Officer	17.42
27010 - Court Security Officer	19.68
27030 - Detection Dog Handler	15.03
27040 - Detention Officer	17.42
27070 - Firefighter	21.80
27101 - Guard I	11.43

27102 - Guard II	15.03
27131 - Police Officer I	22.04
27132 - Police Officer II	24.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.42
28042 - Carnival Equipment Repairer	10.14
28043 - Carnival Equipment Worker	7.38
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.51
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	14.10
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.17
29020 - Hatch Tender	19.17
29030 - Line Handler	19.17
29041 - Stevedore I	18.23
29042 - Stevedore II	20.19
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	15.46
30022 - Archeological Technician II	18.68
30023 - Archeological Technician III	23.12
30030 - Cartographic Technician	23.06
30040 - Civil Engineering Technician	24.03
30061 - Drafter/CAD Operator I	15.46
30062 - Drafter/CAD Operator II	18.62
30063 - Drafter/CAD Operator III	20.76
30064 - Drafter/CAD Operator IV	23.79
30081 - Engineering Technician I	16.46
30082 - Engineering Technician II	20.10
30083 - Engineering Technician III	22.49
30084 - Engineering Technician IV	27.86
30085 - Engineering Technician V	33.88
30086 - Engineering Technician VI	38.87
30090 - Environmental Technician	20.60
30210 - Laboratory Technician	16.28
30240 - Mathematical Technician	23.06
30361 - Paralegal/Legal Assistant I	18.67
30362 - Paralegal/Legal Assistant II	23.12
30363 - Paralegal/Legal Assistant III	28.28
30364 - Paralegal/Legal Assistant IV	34.22
30390 - Photo-Optics Technician	23.06
30461 - Technical Writer I	16.73
30462 - Technical Writer II	20.46
30463 - Technical Writer III	24.76
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.76
30621 - Weather Observer, Senior (2)	23.06
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.62
31030 - Bus Driver	14.66

31043 - Driver Courier	13.20
31260 - Parking and Lot Attendant	8.80
31290 - Shuttle Bus Driver	14.03
31310 - Taxi Driver	10.44
31361 - Truckdriver, Light	14.03
31362 - Truckdriver, Medium	15.85
31363 - Truckdriver, Heavy	17.70
31364 - Truckdriver, Tractor-Trailer	17.70
99000 - Miscellaneous Occupations	
99030 - Cashier	7.71
99050 - Desk Clerk	8.54
99095 - Embalmer	23.55
99251 - Laboratory Animal Caretaker I	9.96
99252 - Laboratory Animal Caretaker II	10.59
99310 - Mortician	23.55
99410 - Pest Controller	13.65
99510 - Photofinishing Worker	11.43
99710 - Recycling Laborer	11.76
99711 - Recycling Specialist	14.92
99730 - Refuse Collector	11.97
99810 - Sales Clerk	10.81
99820 - School Crossing Guard	8.17
99830 - Survey Party Chief	21.47
99831 - Surveying Aide	12.07
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	11.50
99841 - Vending Machine Repairer	13.84
99842 - Vending Machine Repairer Helper	11.18

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 10 years, and 4 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.

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WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2513
Revision No.: 7
Date Of Revision: 05/26/2009

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto,
Parker, Somervell, Tarrant, Wise

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	(see 1)	14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		23.50
01040 - Court Reporter		17.25
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.32
01060 - Dispatcher, Motor Vehicle		19.27
01070 - Document Preparation Clerk		13.03
01090 - Duplicating Machine Operator		13.03
01111 - General Clerk I		11.32
01112 - General Clerk II		12.54
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01120 - Housing Referral Assistant		20.66
01141 - Messenger Courier		9.73
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01261 - Personnel Assistant (Employment) I		15.24
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01612 - Word Processor II		15.05
01613 - Word Processor III		17.25
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.31
05010 - Automotive Electrician		21.40

05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	16.07
05130 - Motor Equipment Metal Mechanic	22.98
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.43
05310 - Painter, Automotive	19.45
05340 - Radiator Repair Specialist	20.43
05370 - Tire Repairer	11.39
05400 - Transmission Repair Specialist	22.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	9.05
07042 - Cook II	10.24
07070 - Dishwasher	8.55
07130 - Food Service Worker	8.98
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	8.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	12.94
09130 - Upholsterer	14.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.83
11060 - Elevator Operator	9.70
11090 - Gardener	11.88
11122 - Housekeeping Aide	8.75
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.04
11260 - Pruner	11.58
11270 - Tractor Operator	11.70
11330 - Trail Maintenance Worker	10.39
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	19.08
12012 - Certified Occupational Therapist Assistant	26.02
12015 - Certified Physical Therapist Assistant	24.23
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	17.06
12072 - Licensed Practical Nurse II	19.08
12073 - Licensed Practical Nurse III	21.27
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	15.40
12195 - Medical Transcriptionist	15.45
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	9.70

12222 - Nursing Assistant II	11.45
12223 - Nursing Assistant III	12.01
12224 - Nursing Assistant IV	13.52
12235 - Optical Dispenser	15.11
12236 - Optical Technician	12.53
12250 - Pharmacy Technician	13.99
12280 - Phlebotomist	13.60
12305 - Radiologic Technologist	23.47
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.54
13012 - Exhibits Specialist II	23.51
13013 - Exhibits Specialist III	26.22
13041 - Illustrator I	23.12
13042 - Illustrator II	28.60
13043 - Illustrator III	34.97
13047 - Librarian	31.56
13050 - Library Aide/Clerk	13.88
13054 - Library Information Technology Systems Administrator	25.92
13058 - Library Technician	13.21
13061 - Media Specialist I	16.95
13062 - Media Specialist II	19.46
13063 - Media Specialist III	21.70
13071 - Photographer I	14.04
13072 - Photographer II	16.40
13073 - Photographer III	20.30
13074 - Photographer IV	23.21
13075 - Photographer V	27.06
13110 - Video Teleconference Technician	17.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.84
14042 - Computer Operator II	17.72
14043 - Computer Operator III	21.23
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.31
14071 - Computer Programmer I	(see 2) 25.07
14072 - Computer Programmer II	(see 2)
14073 - Computer Programmer III	(see 2)
14074 - Computer Programmer IV	(see 2)
14101 - Computer Systems Analyst I	(see 2)
14102 - Computer Systems Analyst II	(see 2)
14103 - Computer Systems Analyst III	(see 2)
14150 - Peripheral Equipment Operator	15.84
14160 - Personal Computer Support Technician	24.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.38
15020 - Aircrew Training Devices Instructor (Rated)	38.67
15030 - Air Crew Training Devices Instructor (Pilot)	42.72
15050 - Computer Based Training Specialist / Instructor	29.32
15060 - Educational Technologist	28.93
15070 - Flight Instructor (Pilot)	42.72
15080 - Graphic Artist	21.95
15090 - Technical Instructor	22.61

15095 - Technical Instructor/Course Developer	25.71
15110 - Test Proctor	18.16
15120 - Tutor	18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.96
16030 - Counter Attendant	8.96
16040 - Dry Cleaner	11.40
16070 - Finisher, Flatwork, Machine	8.96
16090 - Presser, Hand	8.96
16110 - Presser, Machine, Drycleaning	8.96
16130 - Presser, Machine, Shirts	8.96
16160 - Presser, Machine, Wearing Apparel, Laundry	8.96
16190 - Sewing Machine Operator	12.02
16220 - Tailor	12.82
16250 - Washer, Machine	9.79
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.04
19040 - Tool And Die Maker	22.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	19.45
21040 - Material Expediter	19.45
21050 - Material Handling Laborer	12.80
21071 - Order Filler	12.98
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	12.98
21130 - Shipping/Receiving Clerk	12.98
21140 - Store Worker I	10.36
21150 - Stock Clerk	15.01
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.95
23021 - Aircraft Mechanic I	26.69
23022 - Aircraft Mechanic II	27.95
23023 - Aircraft Mechanic III	29.26
23040 - Aircraft Mechanic Helper	18.10
23050 - Aircraft, Painter	19.62
23060 - Aircraft Servicer	20.54
23080 - Aircraft Worker	21.59
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	21.60
23130 - Carpenter, Maintenance	15.68
23140 - Carpet Layer	15.02
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	24.22
23182 - Electronics Technician Maintenance II	26.16
23183 - Electronics Technician Maintenance III	27.58
23260 - Fabric Worker	15.63
23290 - Fire Alarm System Mechanic	17.31
23310 - Fire Extinguisher Repairer	14.90
23311 - Fuel Distribution System Mechanic	18.10
23312 - Fuel Distribution System Operator	15.47
23370 - General Maintenance Worker	16.09
23380 - Ground Support Equipment Mechanic	26.69
23381 - Ground Support Equipment Servicer	20.54
23382 - Ground Support Equipment Worker	21.59
23391 - Gunsmith I	14.90
23392 - Gunsmith II	17.12

23393 - Gunsmith III	19.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.75
23430 - Heavy Equipment Mechanic	18.47
23440 - Heavy Equipment Operator	15.81
23460 - Instrument Mechanic	21.16
23465 - Laboratory/Shelter Mechanic	18.01
23470 - Laborer	11.51
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	19.81
23550 - Machinist, Maintenance	15.81
23580 - Maintenance Trades Helper	11.79
23591 - Metrology Technician I	21.16
23592 - Metrology Technician II	22.15
23593 - Metrology Technician III	23.19
23640 - Millwright	22.28
23710 - Office Appliance Repairer	17.15
23760 - Painter, Maintenance	14.72
23790 - Pipefitter, Maintenance	21.65
23810 - Plumber, Maintenance	20.61
23820 - Pneudraulic Systems Mechanic	19.00
23850 - Rigger	20.03
23870 - Scale Mechanic	17.12
23890 - Sheet-Metal Worker, Maintenance	16.62
23910 - Small Engine Mechanic	14.68
23931 - Telecommunications Mechanic I	21.20
23932 - Telecommunications Mechanic II	22.14
23950 - Telephone Lineman	20.91
23960 - Welder, Combination, Maintenance	15.81
23965 - Well Driller	17.39
23970 - Woodcraft Worker	18.35
23980 - Woodworker	14.06
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	7.86
24620 - Family Readiness And Support Services Coordinator	11.33
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.25
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	13.65
25210 - Water Treatment Plant Operator	17.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.68
27007 - Baggage Inspector	12.79
27008 - Corrections Officer	19.21
27010 - Court Security Officer	21.62
27030 - Detection Dog Handler	16.68
27040 - Detention Officer	19.21
27070 - Firefighter	20.79
27101 - Guard I	12.79
27102 - Guard II	16.68
27131 - Police Officer I	26.25
27132 - Police Officer II	29.16
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator	11.17
28042 - Carnival Equipment Repairer	11.86
28043 - Carnival Equipment Worker	8.64
28210 - Gate Attendant/Gate Tender	12.56
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	11.06
28515 - Recreation Specialist	14.87
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.12
29020 - Hatch Tender	17.12
29030 - Line Handler	17.12
29041 - Stevedore I	14.54
29042 - Stevedore II	16.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	35.63
30011 - Air Traffic Control Specialist, Station (HFO) (see 1)	24.57
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1)	27.05
30021 - Archeological Technician I	17.20
30022 - Archeological Technician II	19.87
30023 - Archeological Technician III	24.64
30030 - Cartographic Technician	24.64
30040 - Civil Engineering Technician	24.64
30061 - Drafter/CAD Operator I	17.77
30062 - Drafter/CAD Operator II	19.87
30063 - Drafter/CAD Operator III	22.18
30064 - Drafter/CAD Operator IV	27.28
30081 - Engineering Technician I	15.96
30082 - Engineering Technician II	17.91
30083 - Engineering Technician III	20.03
30084 - Engineering Technician IV	24.82
30085 - Engineering Technician V	30.36
30086 - Engineering Technician VI	36.74
30090 - Environmental Technician	23.18
30210 - Laboratory Technician	21.60
30240 - Mathematical Technician	24.64
30361 - Paralegal/Legal Assistant I	17.84
30362 - Paralegal/Legal Assistant II	22.10
30363 - Paralegal/Legal Assistant III	27.03
30364 - Paralegal/Legal Assistant IV	32.70
30390 - Photo-Optics Technician	24.64
30461 - Technical Writer I	22.50
30462 - Technical Writer II	27.52
30463 - Technical Writer III	32.25
30491 - Unexploded Ordnance (UXO) Technician I	22.64
30492 - Unexploded Ordnance (UXO) Technician II	27.39
30493 - Unexploded Ordnance (UXO) Technician III	32.83
30494 - Unexploded (UXO) Safety Escort	22.64
30495 - Unexploded (UXO) Sweep Personnel	22.64
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1) 22.18
30621 - Weather Observer, Senior	(see 1) 24.09
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.18
31030 - Bus Driver	14.88
31043 - Driver Courier	14.39
31260 - Parking and Lot Attendant	8.85
31290 - Shuttle Bus Driver	15.74

31310 - Taxi Driver	9.76
31361 - Truckdriver, Light	15.74
31362 - Truckdriver, Medium	20.50
31363 - Truckdriver, Heavy	20.52
31364 - Truckdriver, Tractor-Trailer	20.35
99000 - Miscellaneous Occupations	
99030 - Cashier	9.26
99050 - Desk Clerk	9.75
99095 - Embalmer	18.23
99251 - Laboratory Animal Caretaker I	10.05
99252 - Laboratory Animal Caretaker II	11.00
99310 - Mortician	23.40
99410 - Pest Controller	15.81
99510 - Photofinishing Worker	11.45
99710 - Recycling Laborer	15.88
99711 - Recycling Specialist	18.87
99730 - Refuse Collector	14.05
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	9.09
99830 - Survey Party Chief	22.13
99831 - Surveying Aide	12.83
99832 - Surveying Technician	16.12
99840 - Vending Machine Attendant	12.81
99841 - Vending Machine Repairer	15.51
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) 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).

2) 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).

3) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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 05-2133 (Rev.-6) 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.: 2005-2133
Revision No.: 6
Date Of Revision: 05/26/2009

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.15
01012 - Accounting Clerk II		14.38
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		24.24
01040 - Court Reporter		20.93
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		19.15
01070 - Document Preparation Clerk		12.54
01090 - Duplicating Machine Operator		12.54
01111 - General Clerk I		12.09
01112 - General Clerk II		14.81
01113 - General Clerk III		15.97
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		11.70
01191 - Order Clerk I		12.22
01192 - Order Clerk II		13.90
01261 - Personnel Assistant (Employment) I		15.20
01262 - Personnel Assistant (Employment) II		17.01
01263 - Personnel Assistant (Employment) III		19.00
01270 - Production Control Clerk		20.48
01280 - Receptionist		13.21
01290 - Rental Clerk		14.34
01300 - Scheduler, Maintenance		16.03
01311 - Secretary I		14.69
01312 - Secretary II		17.39
01313 - Secretary III		19.89
01320 - Service Order Dispatcher		15.87
01410 - Supply Technician		24.24
01420 - Survey Worker		16.73
01531 - Travel Clerk I		13.17
01532 - Travel Clerk II		14.39
01533 - Travel Clerk III		15.49
01611 - Word Processor I		12.55
01612 - Word Processor II		14.41

01613 - Word Processor III	16.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.25
05010 - Automotive Electrician	20.52
05040 - Automotive Glass Installer	19.22
05070 - Automotive Worker	19.22
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.22
05190 - Motor Vehicle Mechanic	21.60
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.22
05310 - Painter, Automotive	20.52
05340 - Radiator Repair Specialist	19.22
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.20
07041 - Cook I	11.46
07042 - Cook II	13.02
07070 - Dishwasher	10.24
07130 - Food Service Worker	9.38
07210 - Meat Cutter	12.04
07260 - Waiter/Waitress	7.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.64
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	15.46
09090 - Furniture Refinisher Helper	11.95
09110 - Furniture Repairer, Minor	14.06
09130 - Upholsterer	15.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.22
11060 - Elevator Operator	9.22
11090 - Gardener	13.02
11122 - Housekeeping Aide	9.21
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	10.57
11240 - Maid or Houseman	8.43
11260 - Pruner	13.31
11270 - Tractor Operator	12.55
11330 - Trail Maintenance Worker	10.57
11360 - Window Cleaner	12.46
12000 - Health Occupations	
12010 - Ambulance Driver	15.04
12011 - Breath Alcohol Technician	18.08
12012 - Certified Occupational Therapist Assistant	21.56
12015 - Certified Physical Therapist Assistant	21.56
12020 - Dental Assistant	15.04
12025 - Dental Hygienist	30.57
12030 - EKG Technician	20.47
12035 - Electroneurodiagnostic Technologist	20.47
12040 - Emergency Medical Technician	16.06
12071 - Licensed Practical Nurse I	16.11
12072 - Licensed Practical Nurse II	18.08
12073 - Licensed Practical Nurse III	19.97
12100 - Medical Assistant	14.18
12130 - Medical Laboratory Technician	16.93
12160 - Medical Record Clerk	13.71

12190 - Medical Record Technician	15.03
12195 - Medical Transcriptionist	15.76
12210 - Nuclear Medicine Technologist	29.94
12221 - Nursing Assistant I	8.95
12222 - Nursing Assistant II	10.06
12223 - Nursing Assistant III	10.99
12224 - Nursing Assistant IV	12.33
12235 - Optical Dispenser	15.35
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	13.52
12280 - Phlebotomist	12.33
12305 - Radiologic Technologist	22.98
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.17
12313 - Registered Nurse II, Specialist	29.17
12314 - Registered Nurse III	35.25
12315 - Registered Nurse III, Anesthetist	35.25
12316 - Registered Nurse IV	42.25
12317 - Scheduler (Drug and Alcohol Testing)	16.60
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.57
13012 - Exhibits Specialist II	23.52
13013 - Exhibits Specialist III	28.34
13041 - Illustrator I	20.89
13042 - Illustrator II	23.52
13043 - Illustrator III	28.34
13047 - Librarian	27.56
13050 - Library Aide/Clerk	12.17
13054 - Library Information Technology Systems Administrator	24.89
13058 - Library Technician	14.50
13061 - Media Specialist I	16.31
13062 - Media Specialist II	18.26
13063 - Media Specialist III	20.34
13071 - Photographer I	14.44
13072 - Photographer II	15.01
13073 - Photographer III	18.59
13074 - Photographer IV	22.40
13075 - Photographer V	23.86
13110 - Video Teleconference Technician	16.31
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.02
14042 - Computer Operator II	18.39
14043 - Computer Operator III	20.51
14044 - Computer Operator IV	22.79
14045 - Computer Operator V	26.13
14071 - Computer Programmer I	(see 1) 25.09
14072 - Computer Programmer II	(see 1) 25.31
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	16.02
14160 - Personal Computer Support Technician	22.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.52
15020 - Aircrew Training Devices Instructor (Rated)	34.35
15030 - Air Crew Training Devices Instructor (Pilot)	39.94
15050 - Computer Based Training Specialist / Instructor	28.13

15060 - Educational Technologist	23.91
15070 - Flight Instructor (Pilot)	39.94
15080 - Graphic Artist	22.57
15090 - Technical Instructor	22.98
15095 - Technical Instructor/Course Developer	28.13
15110 - Test Proctor	18.54
15120 - Tutor	18.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.19
16030 - Counter Attendant	9.19
16040 - Dry Cleaner	12.12
16070 - Finisher, Flatwork, Machine	9.19
16090 - Presser, Hand	9.19
16110 - Presser, Machine, Drycleaning	9.19
16130 - Presser, Machine, Shirts	9.19
16160 - Presser, Machine, Wearing Apparel, Laundry	9.19
16190 - Sewing Machine Operator	13.14
16220 - Tailor	14.14
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.46
19040 - Tool And Die Maker	22.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.74
21030 - Material Coordinator	19.21
21040 - Material Expediter	19.21
21050 - Material Handling Laborer	13.01
21071 - Order Filler	11.87
21080 - Production Line Worker (Food Processing)	14.74
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.35
21140 - Store Worker I	11.48
21150 - Stock Clerk	14.89
21210 - Tools And Parts Attendant	14.74
21410 - Warehouse Specialist	14.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.27
23021 - Aircraft Mechanic I	22.26
23022 - Aircraft Mechanic II	23.27
23023 - Aircraft Mechanic III	24.44
23040 - Aircraft Mechanic Helper	15.63
23050 - Aircraft, Painter	19.20
23060 - Aircraft Servicer	17.94
23080 - Aircraft Worker	19.08
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	12.83
23125 - Cable Splicer	20.76
23130 - Carpenter, Maintenance	17.53
23140 - Carpet Layer	16.58
23160 - Electrician, Maintenance	21.69
23181 - Electronics Technician Maintenance I	17.35
23182 - Electronics Technician Maintenance II	23.51
23183 - Electronics Technician Maintenance III	25.98
23260 - Fabric Worker	14.44
23290 - Fire Alarm System Mechanic	17.12
23310 - Fire Extinguisher Repairer	13.98
23311 - Fuel Distribution System Mechanic	20.25
23312 - Fuel Distribution System Operator	16.03
23370 - General Maintenance Worker	16.50
23380 - Ground Support Equipment Mechanic	22.26

23381 - Ground Support Equipment Servicer	17.94
23382 - Ground Support Equipment Worker	19.08
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	21.25
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	20.41
23465 - Laboratory/Shelter Mechanic	17.76
23470 - Laborer	10.67
23510 - Locksmith	15.46
23530 - Machinery Maintenance Mechanic	19.72
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	12.53
23591 - Metrology Technician I	20.41
23592 - Metrology Technician II	21.43
23593 - Metrology Technician III	22.50
23640 - Millwright	21.52
23710 - Office Appliance Repairer	18.86
23760 - Painter, Maintenance	15.66
23790 - Pipefitter, Maintenance	20.29
23810 - Plumber, Maintenance	19.32
23820 - Pneudraulic Systems Mechanic	18.99
23850 - Rigger	21.30
23870 - Scale Mechanic	16.58
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	16.04
23931 - Telecommunications Mechanic I	23.31
23932 - Telecommunications Mechanic II	25.73
23950 - Telephone Lineman	19.76
23960 - Welder, Combination, Maintenance	16.33
23965 - Well Driller	16.51
23970 - Woodcraft Worker	18.99
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.42
24580 - Child Care Center Clerk	11.26
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.01
24630 - Homemaker	15.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.06
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.46
25210 - Water Treatment Plant Operator	17.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	11.34
27008 - Corrections Officer	14.46
27010 - Court Security Officer	16.64
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.21
27101 - Guard I	11.34

27102 - Guard II	16.44
27131 - Police Officer I	18.42
27132 - Police Officer II	19.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.53
28042 - Carnival Equipment Repairer	12.24
28043 - Carnival Equipment Worker	7.90
28210 - Gate Attendant/Gate Tender	13.19
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	14.76
28510 - Recreation Aide/Health Facility Attendant	8.38
28515 - Recreation Specialist	11.28
28630 - Sports Official	11.75
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.97
29020 - Hatch Tender	18.97
29030 - Line Handler	18.97
29041 - Stevedore I	17.78
29042 - Stevedore II	20.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.27
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.72
30021 - Archeological Technician I	18.67
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	25.87
30030 - Cartographic Technician	23.56
30040 - Civil Engineering Technician	18.59
30061 - Drafter/CAD Operator I	18.55
30062 - Drafter/CAD Operator II	19.28
30063 - Drafter/CAD Operator III	21.21
30064 - Drafter/CAD Operator IV	26.18
30081 - Engineering Technician I	16.09
30082 - Engineering Technician II	19.31
30083 - Engineering Technician III	20.68
30084 - Engineering Technician IV	24.22
30085 - Engineering Technician V	29.61
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	22.75
30210 - Laboratory Technician	17.80
30240 - Mathematical Technician	20.68
30361 - Paralegal/Legal Assistant I	18.75
30362 - Paralegal/Legal Assistant II	22.74
30363 - Paralegal/Legal Assistant III	27.75
30364 - Paralegal/Legal Assistant IV	31.07
30390 - Photo-Optics Technician	23.69
30461 - Technical Writer I	26.07
30462 - Technical Writer II	29.01
30463 - Technical Writer III	32.89
30491 - Unexploded Ordnance (UXO) Technician I	22.37
30492 - Unexploded Ordnance (UXO) Technician II	27.06
30493 - Unexploded Ordnance (UXO) Technician III	32.44
30494 - Unexploded (UXO) Safety Escort	22.37
30495 - Unexploded (UXO) Sweep Personnel	22.37
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	21.21
30621 - Weather Observer, Senior (see 2)	26.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.49

31030 - Bus Driver	17.43
31043 - Driver Courier	13.10
31260 - Parking and Lot Attendant	8.97
31290 - Shuttle Bus Driver	14.30
31310 - Taxi Driver	10.70
31361 - Truckdriver, Light	14.30
31362 - Truckdriver, Medium	15.81
31363 - Truckdriver, Heavy	18.97
31364 - Truckdriver, Tractor-Trailer	18.97
99000 - Miscellaneous Occupations	
99030 - Cashier	9.25
99050 - Desk Clerk	10.05
99095 - Embalmer	22.23
99251 - Laboratory Animal Caretaker I	9.12
99252 - Laboratory Animal Caretaker II	10.03
99310 - Mortician	24.45
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	13.59
99710 - Recycling Laborer	14.11
99711 - Recycling Specialist	17.40
99730 - Refuse Collector	12.29
99810 - Sales Clerk	12.27
99820 - School Crossing Guard	11.39
99830 - Survey Party Chief	18.87
99831 - Surveying Aide	11.07
99832 - Surveying Technician	15.59
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.27
99842 - Vending Machine Repairer Helper	11.69

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; and 3 weeks after 8 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) 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 05-2167 (Rev.-7) 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.: 2005-2167
Revision No.: 7
Date Of Revision: 05/26/2009

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.42
01012 - Accounting Clerk II		17.71
01013 - Accounting Clerk III		19.19
01020 - Administrative Assistant		25.46
01040 - Court Reporter		18.87
01051 - Data Entry Operator I		13.59
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		20.57
01070 - Document Preparation Clerk		13.05
01090 - Duplicating Machine Operator		13.05
01111 - General Clerk I		12.53
01112 - General Clerk II		13.60
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		21.38
01141 - Messenger Courier		10.45
01191 - Order Clerk I		13.23
01192 - Order Clerk II		14.53
01261 - Personnel Assistant (Employment) I		16.85
01262 - Personnel Assistant (Employment) II		18.86
01263 - Personnel Assistant (Employment) III		21.01
01270 - Production Control Clerk		20.56
01280 - Receptionist		13.05
01290 - Rental Clerk		16.79
01300 - Scheduler, Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.41
01313 - Secretary III		21.38
01320 - Service Order Dispatcher		18.87
01410 - Supply Technician		25.46
01420 - Survey Worker		17.89
01531 - Travel Clerk I		12.62
01532 - Travel Clerk II		13.64
01533 - Travel Clerk III		14.76
01611 - Word Processor I		13.24
01612 - Word Processor II		16.52
01613 - Word Processor III		18.90
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.53
05010 - Automotive Electrician		21.96
05040 - Automotive Glass Installer		20.95

05070	- Automotive Worker	20.95
05110	- Mobile Equipment Servicer	18.95
05130	- Motor Equipment Metal Mechanic	25.26
05160	- Motor Equipment Metal Worker	20.95
05190	- Motor Vehicle Mechanic	25.26
05220	- Motor Vehicle Mechanic Helper	17.93
05250	- Motor Vehicle Upholstery Worker	19.96
05280	- Motor Vehicle Wrecker	20.95
05310	- Painter, Automotive	21.96
05340	- Radiator Repair Specialist	20.95
05370	- Tire Repairer	15.92
05400	- Transmission Repair Specialist	25.26
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.06
07041	- Cook I	12.99
07042	- Cook II	14.36
07070	- Dishwasher	10.18
07130	- Food Service Worker	10.18
07210	- Meat Cutter	13.06
07260	- Waiter/Waitress	9.96
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.10
09040	- Furniture Handler	13.83
09080	- Furniture Refinisher	19.10
09090	- Furniture Refinisher Helper	15.59
09110	- Furniture Repairer, Minor	17.36
09130	- Upholsterer	19.10
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.20
11060	- Elevator Operator	11.20
11090	- Gardener	16.06
11122	- Housekeeping Aide	11.44
11150	- Janitor	12.47
11210	- Laborer, Grounds Maintenance	12.86
11240	- Maid or Houseman	10.97
11260	- Pruner	11.64
11270	- Tractor Operator	15.06
11330	- Trail Maintenance Worker	12.86
11360	- Window Cleaner	13.64
12000	- Health Occupations	
12010	- Ambulance Driver	16.22
12011	- Breath Alcohol Technician	18.40
12012	- Certified Occupational Therapist Assistant	19.46
12015	- Certified Physical Therapist Assistant	21.66
12020	- Dental Assistant	14.51
12025	- Dental Hygienist	31.36
12030	- EKG Technician	24.49
12035	- Electroneurodiagnostic Technologist	24.49
12040	- Emergency Medical Technician	16.22
12071	- Licensed Practical Nurse I	16.40
12072	- Licensed Practical Nurse II	18.40
12073	- Licensed Practical Nurse III	20.59
12100	- Medical Assistant	14.39
12130	- Medical Laboratory Technician	18.10
12160	- Medical Record Clerk	16.98
12190	- Medical Record Technician	17.38
12195	- Medical Transcriptionist	16.22
12210	- Nuclear Medicine Technologist	31.86
12221	- Nursing Assistant I	10.49
12222	- Nursing Assistant II	11.80

12223 - Nursing Assistant III	12.52
12224 - Nursing Assistant IV	14.08
12235 - Optical Dispenser	15.39
12236 - Optical Technician	14.58
12250 - Pharmacy Technician	15.39
12280 - Phlebotomist	14.08
12305 - Radiologic Technologist	28.44
12311 - Registered Nurse I	27.02
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II, Specialist	30.22
12314 - Registered Nurse III	37.59
12315 - Registered Nurse III, Anesthetist	37.59
12316 - Registered Nurse IV	45.03
12317 - Scheduler (Drug and Alcohol Testing)	21.39
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.93
13012 - Exhibits Specialist II	24.69
13013 - Exhibits Specialist III	30.20
13041 - Illustrator I	20.32
13042 - Illustrator II	26.09
13043 - Illustrator III	30.80
13047 - Librarian	28.99
13050 - Library Aide/Clerk	13.72
13054 - Library Information Technology Systems Administrator	23.93
13058 - Library Technician	15.80
13061 - Media Specialist I	17.49
13062 - Media Specialist II	19.55
13063 - Media Specialist III	21.81
13071 - Photographer I	17.74
13072 - Photographer II	20.05
13073 - Photographer III	24.68
13074 - Photographer IV	30.20
13075 - Photographer V	35.43
13110 - Video Teleconference Technician	14.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.52
14042 - Computer Operator II	17.91
14043 - Computer Operator III	19.92
14044 - Computer Operator IV	22.77
14045 - Computer Operator V	25.56
14071 - Computer Programmer I	(see 1) 22.61
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	16.52
14160 - Personal Computer Support Technician	24.29
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.94
15020 - Aircrew Training Devices Instructor (Rated)	34.56
15030 - Air Crew Training Devices Instructor (Pilot)	38.79
15050 - Computer Based Training Specialist / Instructor	29.94
15060 - Educational Technologist	28.92
15070 - Flight Instructor (Pilot)	38.79
15080 - Graphic Artist	23.15
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course Developer	26.69

15110 - Test Proctor	17.84
15120 - Tutor	17.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.85
16030 - Counter Attendant	8.85
16040 - Dry Cleaner	11.44
16070 - Finisher, Flatwork, Machine	8.85
16090 - Presser, Hand	8.85
16110 - Presser, Machine, Drycleaning	8.85
16130 - Presser, Machine, Shirts	8.85
16160 - Presser, Machine, Wearing Apparel, Laundry	8.85
16190 - Sewing Machine Operator	12.26
16220 - Tailor	13.13
16250 - Washer, Machine	9.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.27
19040 - Tool And Die Maker	27.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.74
21030 - Material Coordinator	20.48
21040 - Material Expediter	20.48
21050 - Material Handling Laborer	17.26
21071 - Order Filler	12.68
21080 - Production Line Worker (Food Processing)	15.74
21110 - Shipping Packer	15.87
21130 - Shipping/Receiving Clerk	15.87
21140 - Store Worker I	13.06
21150 - Stock Clerk	17.12
21210 - Tools And Parts Attendant	16.25
21410 - Warehouse Specialist	16.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.38
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	20.45
23120 - Bicycle Repairer	15.92
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	31.06
23140 - Carpet Layer	26.36
23160 - Electrician, Maintenance	32.37
23181 - Electronics Technician Maintenance I	24.16
23182 - Electronics Technician Maintenance II	25.24
23183 - Electronics Technician Maintenance III	26.85
23260 - Fabric Worker	19.10
23290 - Fire Alarm System Mechanic	27.57
23310 - Fire Extinguisher Repairer	19.20
23311 - Fuel Distribution System Mechanic	24.30
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	20.93
23380 - Ground Support Equipment Mechanic	28.38
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.20
23391 - Gunsmith I	19.20
23392 - Gunsmith II	21.66
23393 - Gunsmith III	24.09

23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.82
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.77
23430 - Heavy Equipment Mechanic	24.65
23440 - Heavy Equipment Operator	32.56
23460 - Instrument Mechanic	23.23
23465 - Laboratory/Shelter Mechanic	22.86
23470 - Laborer	13.12
23510 - Locksmith	19.10
23530 - Machinery Maintenance Mechanic	23.40
23550 - Machinist, Maintenance	26.15
23580 - Maintenance Trades Helper	15.37
23591 - Metrology Technician I	23.23
23592 - Metrology Technician II	24.36
23593 - Metrology Technician III	26.33
23640 - Millwright	29.44
23710 - Office Appliance Repairer	22.07
23760 - Painter, Maintenance	23.55
23790 - Pipefitter, Maintenance	26.19
23810 - Plumber, Maintenance	24.32
23820 - Pneudraulic Systems Mechanic	24.09
23850 - Rigger	24.02
23870 - Scale Mechanic	21.66
23890 - Sheet-Metal Worker, Maintenance	27.63
23910 - Small Engine Mechanic	18.22
23931 - Telecommunications Mechanic I	26.63
23932 - Telecommunications Mechanic II	27.96
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	19.97
23965 - Well Driller	23.49
23970 - Woodcraft Worker	24.09
23980 - Woodworker	16.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.83
24580 - Child Care Center Clerk	14.23
24610 - Chore Aide	8.94
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	15.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.42
25040 - Sewage Plant Operator	24.63
25070 - Stationary Engineer	30.42
25190 - Ventilation Equipment Tender	20.93
25210 - Water Treatment Plant Operator	24.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.38
27007 - Baggage Inspector	11.00
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	11.00
27102 - Guard II	16.66
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.07

28042	- Carnival Equipment Repairer	13.99
28043	- Carnival Equipment Worker	9.42
28210	- Gate Attendant/Gate Tender	13.85
28310	- Lifeguard	11.91
28350	- Park Attendant (Aide)	15.50
28510	- Recreation Aide/Health Facility Attendant	8.94
28515	- Recreation Specialist	14.44
28630	- Sports Official	12.34
28690	- Swimming Pool Operator	18.21
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	24.62
29020	- Hatch Tender	24.62
29030	- Line Handler	23.30
29041	- Stevedore I	23.21
29042	- Stevedore II	25.89
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	36.95
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.48
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.06
30021	- Archeological Technician I	17.02
30022	- Archeological Technician II	18.97
30023	- Archeological Technician III	25.81
30030	- Cartographic Technician	26.98
30040	- Civil Engineering Technician	23.94
30061	- Drafter/CAD Operator I	16.94
30062	- Drafter/CAD Operator II	18.97
30063	- Drafter/CAD Operator III	21.22
30064	- Drafter/CAD Operator IV	28.96
30081	- Engineering Technician I	15.79
30082	- Engineering Technician II	18.03
30083	- Engineering Technician III	21.75
30084	- Engineering Technician IV	26.95
30085	- Engineering Technician V	33.19
30086	- Engineering Technician VI	45.66
30090	- Environmental Technician	20.15
30210	- Laboratory Technician	21.22
30240	- Mathematical Technician	25.18
30361	- Paralegal/Legal Assistant I	19.23
30362	- Paralegal/Legal Assistant II	23.82
30363	- Paralegal/Legal Assistant III	29.15
30364	- Paralegal/Legal Assistant IV	35.29
30390	- Photo-Optics Technician	26.33
30461	- Technical Writer I	24.33
30462	- Technical Writer II	29.68
30463	- Technical Writer III	35.76
30491	- Unexploded Ordnance (UXO) Technician I	23.48
30492	- Unexploded Ordnance (UXO) Technician II	28.41
30493	- Unexploded Ordnance (UXO) Technician III	34.06
30494	- Unexploded (UXO) Safety Escort	23.48
30495	- Unexploded (UXO) Sweep Personnel	23.48
30620	- Weather Observer, Combined Upper Air Or Surface Programs (see 2)	21.22
30621	- Weather Observer, Senior (see 2)	23.48
31000	- Transportation/Mobile Equipment Operation Occupations	
31020	- Bus Aide	16.05
31030	- Bus Driver	21.32
31043	- Driver Courier	19.14
31260	- Parking and Lot Attendant	12.59
31290	- Shuttle Bus Driver	21.43
31310	- Taxi Driver	15.18

31361 - Truckdriver, Light	21.43
31362 - Truckdriver, Medium	22.78
31363 - Truckdriver, Heavy	24.15
31364 - Truckdriver, Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99030 - Cashier	9.94
99050 - Desk Clerk	11.26
99095 - Embalmer	24.65
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99310 - Mortician	32.24
99410 - Pest Controller	17.55
99510 - Photofinishing Worker	15.92
99710 - Recycling Laborer	20.54
99711 - Recycling Specialist	24.10
99730 - Refuse Collector	18.84
99810 - Sales Clerk	11.41
99820 - School Crossing Guard	12.13
99830 - Survey Party Chief	23.29
99831 - Surveying Aide	14.62
99832 - Surveying Technician	20.05
99840 - Vending Machine Attendant	14.63
99841 - Vending Machine Repairer	16.79
99842 - Vending Machine Repairer Helper	14.63

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) 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 link 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.