RFP NNG11294404R

CLAUSE J.1 ATTACHMENT M

WAGE DETERMINATION FOR

GODDARD LOGISTICS AND TECHNICAL INFORMATION (GLTI)

WD 05-2104 (Rev.-12) was first posted on www.wdol.gov on 06/22/2010

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
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2104
Revision No.: 12
Date Of Revision: 06/15/2010

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.62
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment)	I	18.15
01262 - Personnel Assistant (Employment)	II	20.32
01263 - Personnel Assistant (Employment)	III	22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.98
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36
01533 - Travel Clerk III		15.49
01611 - Word Processor I		15.63
01612 - Word Processor II		17.67
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberg lass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occup ations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair O ccupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occup ations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Ass istant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technolog ist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60

12221 - Nursing Assistant I		10.80
12222 - Nursing Assistant II		12.14
12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		20.17
12236 - Optical Technician		15.80
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetis t		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Test ing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology S ystems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
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		18.92
14160 - Personal Computer Support Techni cian		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instruc tor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instruc tor (Rated)		44.06
15030 - Air Crew Training Devices Instru ctor (Pilot)		52.81
15050 - Computer Based Training Speciali st / Instructor		36.47
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08

15095 - Technical Instructor/Course Deve loper	30.67
15110 - Test Proctor	20.20
15120 - Tutor	20.20
16000 - Laundry, Dry-Cleaning, Pressing An d Related Occupations	
16010 - Assembler	9.88
16030 - Counter Attendant	9.88
16040 - Dry Cleaner	12.94
16070 - Finisher, Flatwork, Machine	9.88
16090 - Presser, Hand	9.88
16110 - Presser, Machine, Drycleaning	9.88
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Appare l, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.14
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occ upations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	15.09
21080 - Production Line Worker (Food Pro cessing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.72
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repa ir Occupations	
23010 - Aerospace Structural Welder	27.21
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenan ce I	24.94
23182 - Electronics Technician Maintenan ce II	26.47
23183 - Electronics Technician Maintenan ce III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechani c	22.81
23312 - Fuel Distribution System Operato r	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechani c	25.83
23381 - Ground Support Equipment Service r	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91

23410 - Heating, Ventilation And Air -Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Con tditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Ser vices Coordinator	16.90
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupa tions	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	20.57
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63

28043 - Carnival Equpment Worker		9.24
28210 - Gate Attendant/Gate Tender		13.01
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.56
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist		18.04
28630 - Sports Official		11.59
28690 - Swimming Pool Operator		18.21
29000 - Stevedoring/Longshoremen Occupatio nal Services		
29010 - Blocker And Bracer		23.13
29020 - Hatch Tender		23.13
29030 - Line Handler		23.13
29041 - Stevedore I		21.31
29042 - Stevedore II		24.24
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		20.19
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - Unexploded Ordnance (UXO) Techni cian I		24.74
30492 - Unexploded Ordnance (UXO) Techni cian II		29.93
30493 - Unexploded Ordnance (UXO) Techni cian III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Op eration Occupations		
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		13.98
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90

31363 - Truckdriver, Heavy	19.18
31364 - Truckdriver, Tractor-Trailer	19.18
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	11.58
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.30
99252 - Laboratory Animal Caretaker II	12.35
99310 - Mortician	31.73
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.71
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE F OLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and heal th insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.50 per hour computed on the basis of all hours worked by service emplo yees employed on the contract.

VACATION: 2 weeks paid vacation after 1 ye ar of service with a contractor or successor; 3 weeks after 5 years, and 4 we eks after 15 years. Length of service includes the whole span of continuous serv ice with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Fe deral facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays p er year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgi ving Day, and Christmas Day. (A contractor may substitute for any of the n amed 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 FOOTNO TES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee a s 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 fe e basis at a rate not less than $455 per week) an hour would likely qualify as exem pt 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, b ecause this wage determination may not list a wage rate for some or all occupatio ns within those job families if the survey data indicates that the prevailing wage ra te for the occupation equals or exceeds

$27.63 per hour conformances may be necess ary for certain nonexempt employees. For example, if an individual employee is none xempt but nevertheless performs duties within the scope of one of the Computer Sy stems Analyst or Computer Programmer occupations for which this wage determinat ion 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 co nformance note included on this wage determination.

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

(1) The application of systems analysi s techniques and procedures, including consulting with users, to determine hardwa re, software or system functional specifications;

(2) The design, development, documenta tion, analysis, creation, testing or modification of computer systems or progra ms, including prototypes, based on and related to user or system design specifica tions;

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OB SERVERS - 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 th e normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent d ifferential is applicable to employees employed in a position that represents a h igh degree of hazard when working with or in close proximity to ordinance, explosive s, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compo sitions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovati on, demolition, and maintenance operations on sensitive ordnance, explosives and ince ndiary materials. All operations involving regrading and cleaning of artill ery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when wor king with, or in close proximity to ordance, (or employees possibly adjacent t o) explosives and incendiary materials which involves potential injury such as la ceration of hands, face, or arms of the employee engaged in the operation, irrita tion of the skin, minor burns and the like; minimal damage to immediate or adjac ent work area or equipment being used. All operations involving, unloading, stora ge, and hauling of ordance, explosive, and incendiary ordnance material other than sm all arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary materi al differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government con tract, by the employer, by the state or local law, etc.), the cost of furnishing s uch 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 hourl y rate below that required by the wage

determination. The Department of Labor wil l accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is require d to furnish all employees with an adequate number of uniforms without cost o r 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 co ntractors and subcontractors subject to this wage determination shall (in the abse nce 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 wee k (or $.67 cents per day). However, in those instances where the uniforms furnish ed are made of "wash and wear" materials, may be routinely washed and dri ed 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 cleanlines s or appearance standards set by the terms of the Government contract, by the contrac tor, 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 l isted are those described in the "Service Contract Act Directory of Occupat ions", 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 Determina tions On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CL ASSIFICATION 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 emplo yed under the contract (i.e., the work to be performed is not performed by any class ification listed in the wage determination), be classified by the contr actor so as to provide a reasonable relationship (i.e., appropriate level of s kill comparison) between such unlisted classifications and the classifications li sted in the wage determination. Such conformed classes of employees shall be pa id the monetary wages and furnished the fringe benefits as are determined. Such c onforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classificatio n, 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 incl uded in a contract, a separate SF 1444 should be prepared for each wage determina tion to which a class(es) is to be conformed.

The process for preparing a conformance re quest 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 pr epares a written report listing in order proposed classification title(s), a Federa l grade equivalency (FGE) for each proposed classification(s), job descriptio n(s), and rationale for proposed wage rate(s), including information regarding t he 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 pro posed 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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Division of
Wage Determinations

Wage Determination No.: 2005-2096
Revision No.: 11
Date Of Revision: 07/27/2010

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex
Maryland Counties of Somerset, Wicomico, Worcester
Virginia Counties of Accomack, Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
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01013 - Accounting Clerk III		15.92
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01040 - Court Reporter		17.82
01051 - Data Entry Operator I		11.57
01052 - Data Entry Operator II		12.63
01060 - Dispatcher, Motor Vehicle		17.73
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.92
01112 - General Clerk II		13.01
01113 - General Clerk III		14.60
01120 - Housing Referral Assistant		19.16
01141 - Messenger Courier		12.13
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.09
01261 - Personnel Assistant (Employment) I		14.62
01262 - Personnel Assistant (Employment) II		16.35
01263 - Personnel Assistant (Employment) III		18.24
01270 - Production Control Clerk		19.75
01280 - Receptionist		11.91
01290 - Rental Clerk		10.56
01300 - Scheduler, Maintenance		15.36
01311 - Secretary I		15.36
01312 - Secretary II		17.18
01313 - Secretary III		19.16
01320 - Service Order Dispatcher		17.66
01410 - Supply Technician		19.76
01420 - Survey Worker		13.80
01531 - Travel Clerk I		12.38
01532 - Travel Clerk II		13.31
01533 - Travel Clerk III		14.18
01611 - Word Processor I		13.55
01612 - Word Processor II		15.21
01613 - Word Processor III		17.01
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.51
05010 - Automotive Electrician		17.74

05040 - Automotive Glass Installer	15.50
05070 - Automotive Worker	17.04
05110 - Mobile Equipment Servicer	14.14
05130 - Motor Equipment Metal Mechanic	18.52
05160 - Motor Equipment Metal Worker	17.04
05190 - Motor Vehicle Mechanic	18.52
05220 - Motor Vehicle Mechanic Helper	13.46
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.04
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	17.04
05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occup ations	
07010 - Baker	11.90
07041 - Cook I	10.66
07042 - Cook II	12.03
07070 - Dishwasher	8.03
07130 - Food Service Worker	9.28
07210 - Meat Cutter	16.74
07260 - Waiter/Waitress	8.88
09000 - Furniture Maintenance And Repair O ccupations	
09010 - Electrostatic Spray Painter	15.35
09040 - Furniture Handler	11.10
09080 - Furniture Refinisher	14.39
09090 - Furniture Refinisher Helper	11.94
09110 - Furniture Repairer, Minor	13.18
09130 - Upholsterer	14.74
11000 - General Services And Support Occup ations	
11030 - Cleaner, Vehicles	10.34
11060 - Elevator Operator	10.34
11090 - Gardener	13.20
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer, Grounds Maintenance	11.42
11240 - Maid or Houseman	9.14
11260 - Pruner	10.45
11270 - Tractor Operator	12.76
11330 - Trail Maintenance Worker	11.42
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	15.03
12011 - Breath Alcohol Technician	19.22
12012 - Certified Occupational Therapist Assistant	23.74
12015 - Certified Physical Therapist Ass istant	22.30
12020 - Dental Assistant	14.96
12025 - Dental Hygienist	31.70
12030 - EKG Technician	23.24
12035 - Electroneurodiagnostic Technolog ist	23.24
12040 - Emergency Medical Technician	15.35
12071 - Licensed Practical Nurse I	17.19
12072 - Licensed Practical Nurse II	19.22
12073 - Licensed Practical Nurse III	21.44
12100 - Medical Assistant	13.88
12130 - Medical Laboratory Technician	19.82
12160 - Medical Record Clerk	14.45
12190 - Medical Record Technician	16.16
12195 - Medical Transcriptionist	14.29
12210 - Nuclear Medicine Technologist	35.52
12221 - Nursing Assistant I	10.12
12222 - Nursing Assistant II	11.37

12223 - Nursing Assistant III		12.41
12224 - Nursing Assistant IV		13.93
12235 - Optical Dispenser		15.28
12236 - Optical Technician		16.89
12250 - Pharmacy Technician		13.95
12280 - Phlebotomist		13.93
12305 - Radiologic Technologist		28.03
12311 - Registered Nurse I		21.31
12312 - Registered Nurse II		26.10
12313 - Registered Nurse II, Specialist		26.10
12314 - Registered Nurse III		31.57
12315 - Registered Nurse III, Anesthetis t		31.57
12316 - Registered Nurse IV		37.80
12317 - Scheduler (Drug and Alcohol Test ing)		23.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.18
13012 - Exhibits Specialist II		23.77
13013 - Exhibits Specialist III		29.08
13041 - Illustrator I		19.18
13042 - Illustrator II		23.67
13043 - Illustrator III		26.46
13047 - Librarian		23.40
13050 - Library Aide/Clerk		10.76
13054 - Library Information Technology S ystems Administrator		21.13
13058 - Library Technician		13.78
13061 - Media Specialist I		14.66
13062 - Media Specialist II		16.65
13063 - Media Specialist III		18.58
13071 - Photographer I		13.31
13072 - Photographer II		15.40
13073 - Photographer III		17.55
13074 - Photographer IV		21.57
13075 - Photographer V		25.31
13110 - Video Teleconference Technician		16.16
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.68
14042 - Computer Operator II		16.13
14043 - Computer Operator III		17.99
14044 - Computer Operator IV		19.99
14045 - Computer Operator V		22.13
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	22.91
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.68
14160 - Personal Computer Support Techni cian		19.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instruc tor (Non-Rated)		24.46
15020 - Aircrew Training Devices Instruc tor (Rated)		29.60
15030 - Air Crew Training Devices Instru ctor (Pilot)		32.57
15050 - Computer Based Training Speciali st / Instructor		24.46
15060 - Educational Technologist		26.44
15070 - Flight Instructor (Pilot)		32.57
15080 - Graphic Artist		21.18
15090 - Technical Instructor		20.31
15095 - Technical Instructor/Course Deve loper		24.85
15110 - Test Proctor		16.39

15120 - Tutor	16.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.67
16030 - Counter Attendant	8.67
16040 - Dry Cleaner	10.87
16070 - Finisher, Flatwork, Machine	8.67
16090 - Presser, Hand	8.67
16110 - Presser, Machine, Drycleaning	8.67
16130 - Presser, Machine, Shirts	8.67
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.65
16220 - Tailor	12.46
16250 - Washer, Machine	9.42
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.09
19040 - Tool And Die Maker	23.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.95
21030 - Material Coordinator	19.75
21040 - Material Expediter	19.75
21050 - Material Handling Laborer	11.46
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	13.95
21110 - Shipping Packer	13.30
21130 - Shipping/Receiving Clerk	13.30
21140 - Store Worker I	12.69
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	13.95
21410 - Warehouse Specialist	13.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.41
23021 - Aircraft Mechanic I	21.37
23022 - Aircraft Mechanic II	22.41
23023 - Aircraft Mechanic III	23.34
23040 - Aircraft Mechanic Helper	17.00
23050 - Aircraft, Painter	20.38
23060 - Aircraft Servicer	18.77
23080 - Aircraft Worker	19.20
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.05
23125 - Cable Splicer	26.30
23130 - Carpenter, Maintenance	18.39
23140 - Carpet Layer	17.30
23160 - Electrician, Maintenance	21.03
23181 - Electronics Technician Maintenance I	20.27
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.56
23310 - Fire Extinguisher Repairer	15.77
23311 - Fuel Distribution System Mechanic	19.55
23312 - Fuel Distribution System Operator	15.90
23370 - General Maintenance Worker	15.25
23380 - Ground Support Equipment Mechanic	21.37
23381 - Ground Support Equipment Servicer	18.77
23382 - Ground Support Equipment Worker	19.20
23391 - Gunsmith I	15.77
23392 - Gunsmith II	17.57
23393 - Gunsmith III	19.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.64

23411 - Heating, Ventilation And Air Con tditioning Mechanic (Research Facility)	18.50
23430 - Heavy Equipment Mechanic	19.33
23440 - Heavy Equipment Operator	17.56
23460 - Instrument Mechanic	19.56
23465 - Laboratory/Shelter Mechanic	18.52
23470 - Laborer	11.46
23510 - Locksmith	18.52
23530 - Machinery Maintenance Mechanic	18.81
23550 - Machinist, Maintenance	20.61
23580 - Maintenance Trades Helper	11.97
23591 - Metrology Technician I	19.56
23592 - Metrology Technician II	20.51
23593 - Metrology Technician III	21.37
23640 - Millwright	19.56
23710 - Office Appliance Repairer	18.26
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	20.17
23810 - Plumber, Maintenance	19.68
23820 - Pneudraulic Systems Mechanic	19.56
23850 - Rigger	19.70
23870 - Scale Mechanic	17.57
23890 - Sheet-Metal Worker, Maintenance	17.60
23910 - Small Engine Mechanic	15.39
23931 - Telecommunications Mechanic I	22.78
23932 - Telecommunications Mechanic II	23.71
23950 - Telephone Lineman	25.09
23960 - Welder, Combination, Maintenance	16.28
23965 - Well Driller	19.56
23970 - Woodcraft Worker	19.56
23980 - Woodworker	15.77
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.18
24580 - Child Care Center Clerk	12.70
24610 - Chore Aide	9.94
24620 - Family Readiness And Support Ser vices Coordinator	13.84
24630 - Homemaker	14.17
25000 - Plant And System Operations Occupa tions	
25010 - Boiler Tender	25.31
25040 - Sewage Plant Operator	16.72
25070 - Stationary Engineer	25.31
25190 - Ventilation Equipment Tender	14.76
25210 - Water Treatment Plant Operator	16.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.73
27007 - Baggage Inspector	13.43
27008 - Corrections Officer	17.14
27010 - Court Security Officer	16.99
27030 - Detection Dog Handler	15.02
27040 - Detention Officer	17.14
27070 - Firefighter	17.37
27101 - Guard I	13.43
27102 - Guard II	15.02
27131 - Police Officer I	18.75
27132 - Police Officer II	20.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.29
28042 - Carnival Equipment Repairer	8.86
28043 - Carnival Equpment Worker	9.64
28210 - Gate Attendant/Gate Tender	14.00

28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health Facility Attendant		12.21
28515 - Recreation Specialist		15.59
28630 - Sports Official		12.47
28690 - Swimming Pool Operator		13.89
29000 - Stevedoring/Longshoremen Occupatio nal Services		
29010 - Blocker And Bracer		16.78
29020 - Hatch Tender		16.78
29030 - Line Handler		16.78
29041 - Stevedore I		14.70
29042 - Stevedore II		17.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		15.93
30022 - Archeological Technician II		17.82
30023 - Archeological Technician III		22.09
30030 - Cartographic Technician		22.09
30040 - Civil Engineering Technician		20.90
30061 - Drafter/CAD Operator I		15.93
30062 - Drafter/CAD Operator II		17.82
30063 - Drafter/CAD Operator III		19.88
30064 - Drafter/CAD Operator IV		24.45
30081 - Engineering Technician I		12.86
30082 - Engineering Technician II		14.81
30083 - Engineering Technician III		16.56
30084 - Engineering Technician IV		20.52
30085 - Engineering Technician V		25.10
30086 - Engineering Technician VI		29.59
30090 - Environmental Technician		22.09
30210 - Laboratory Technician		18.13
30240 - Mathematical Technician		22.09
30361 - Paralegal/Legal Assistant I		16.01
30362 - Paralegal/Legal Assistant II		19.83
30363 - Paralegal/Legal Assistant III		24.27
30364 - Paralegal/Legal Assistant IV		29.36
30390 - Photo-Optics Technician		22.09
30461 - Technical Writer I		18.84
30462 - Technical Writer II		23.02
30463 - Technical Writer III		27.86
30491 - Unexploded Ordnance (UXO) Techni cian I		22.74
30492 - Unexploded Ordnance (UXO) Techni cian II		27.51
30493 - Unexploded Ordnance (UXO) Techni cian III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.88
30621 - Weather Observer, Senior	(see 2)	21.99
31000 - Transportation/Mobile Equipment Op eration Occupations		
31020 - Bus Aide		11.00
31030 - Bus Driver		15.03
31043 - Driver Courier		13.04
31260 - Parking and Lot Attendant		10.00
31290 - Shuttle Bus Driver		14.07
31310 - Taxi Driver		10.42
31361 - Truckdriver, Light		14.07
31362 - Truckdriver, Medium		14.60
31363 - Truckdriver, Heavy		16.54
31364 - Truckdriver, Tractor-Trailer		16.54

99000 - Miscellaneous Occupations	
99030 - Cashier	8.77
99050 - Desk Clerk	9.68
99095 - Embalmer	25.07
99251 - Laboratory Animal Caretaker I	11.24
99252 - Laboratory Animal Caretaker II	12.13
99310 - Mortician	27.58
99410 - Pest Controller	13.40
99510 - Photofinishing Worker	11.58
99710 - Recycling Laborer	13.62
99711 - Recycling Specialist	15.78
99730 - Refuse Collector	12.46
99810 - Sales Clerk	11.40
99820 - School Crossing Guard	10.63
99830 - Survey Party Chief	19.00
99831 - Surveying Aide	12.45
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	11.46
99841 - Vending Machine Repairer	13.52
99842 - Vending Machine Repairer Helper	11.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE F OLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and heal th insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.50 per hour computed on the basis of all hours worked by service emplo yees employed on the contract.

VACATION: 2 weeks paid vacation after 1 ye ar of service with a contractor or successor; 3 weeks after 10 years, and 4 a fter 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecesso r contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays p er year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgi ving Day, and Christmas Day. (A contractor may substitute for any of the n amed 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 FOOTNO TES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee a s 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 fe e basis at a rate not less than $455 per week) an hour would likely qualify as exem pt 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, b ecause this wage determination may not list a wage rate for some or all occupatio ns within those job families if the survey data indicates that the prevailing wage ra te for the occupation equals or exceeds $27.63 per hour conformances may be necess ary for certain nonexempt employees. For example, if an individual employee is none xempt but nevertheless performs duties

within the scope of one of the Computer Sy stems Analyst or Computer Programmer occupations for which this wage determinat ion 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 co nformance note included on this wage determination.

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

(1) The application of systems analysi s techniques and procedures, including consulting with users, to determine hardwa re, software or system functional specifications;

(2) The design, development, documenta tion, analysis, creation, testing or modification of computer systems or progra ms, including prototypes, based on and related to user or system design specifica tions;

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OB SERVERS - 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 th e normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent d ifferential is applicable to employees employed in a position that represents a h igh degree of hazard when working with or in close proximity to ordinance, explosive s, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compo sitions such as lead azide, black powder and photoflash powder. All dry-house acti vities involving propellants or explosives. Demilitarization, modification, renovati on, demolition, and maintenance operations on sensitive ordnance, explosives and ince ndiary materials. All operations involving regrading and cleaning of artill ery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when wor king with, or in close proximity to ordance, (or employees possibly adjacent t o) explosives and incendiary materials which involves potential injury such as la ceration of hands, face, or arms of the employee engaged in the operation, irrita tion of the skin, minor burns and the like; minimal damage to immediate or adjac ent work area or equipment being used. All operations involving, unloading, stora ge, and hauling of ordance, explosive, and incendiary ordnance material other than sm all arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary materi al differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government con tract, by the employer, by the state or local law, etc.), the cost of furnishing s uch 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 hourl y rate below that required by the wage determination. The Department of Labor wil l 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 Reg ulations 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 addi tional time will be required to process the request.

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

6) The contractor informs the affected emp loyees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be use d 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 t he job title, but the required tasks that determine whether a class is included in a n established wage determination. Conformances may not be used to artificial ly split, combine, or subdivide classifications listed in the wage determi nation.