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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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2061
Revision No.: 13
Date Of Revision: 06/19/2013

State: California

Area: California Counties of Santa Clara, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.02
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.93
01090 - Duplicating Machine Operator		15.93
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.32
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.32
05010 - Automotive Electrician	22.49
05040 - Automotive Glass Installer	19.58
05070 - Automotive Worker	21.48
05110 - Mobile Equipment Servicer	19.56
05130 - Motor Equipment Metal Mechanic	23.48
05160 - Motor Equipment Metal Worker	21.48
05190 - Motor Vehicle Mechanic	23.46
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.48
05310 - Painter, Automotive	22.49
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	23.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.67
11090 - Gardener	21.60
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	12.54
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	25.46
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	35.90
12030 - EKG Technician	33.99
12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04
12100 - Medical Assistant	20.98

12130 - Medical Laboratory Technician		23.05
12160 - Medical Record Clerk		21.00
12190 - Medical Record Technician		23.48
12195 - Medical Transcriptionist		20.55
12210 - Nuclear Medicine Technologist		42.96
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.35
12223 - Nursing Assistant III		16.75
12224 - Nursing Assistant IV		18.81
12235 - Optical Dispenser		19.51
12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.25
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		33.12
12311 - Registered Nurse I		38.63
12312 - Registered Nurse II		47.23
12313 - Registered Nurse II, Specialist		47.23
12314 - Registered Nurse III		57.12
12315 - Registered Nurse III, Anesthetist		57.12
12316 - Registered Nurse IV		68.53
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.87
13012 - Exhibits Specialist II		28.33
13013 - Exhibits Specialist III		34.65
13041 - Illustrator I		25.34
13042 - Illustrator II		31.15
13043 - Illustrator III		38.11
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		19.48
13072 - Photographer II		21.80
13073 - Photographer III		27.00
13074 - Photographer IV		33.02
13075 - Photographer V		38.43
13110 - Video Teleconference Technician		22.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.80
15020 - Aircrew Training Devices Instructor (Rated)	44.51
15030 - Air Crew Training Devices Instructor (Pilot)	53.36
15050 - Computer Based Training Specialist / Instructor	36.97
15060 - Educational Technologist	33.44
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	26.67
15090 - Technical Instructor	26.13
15095 - Technical Instructor/Course Developer	32.10
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.25
16030 - Counter Attendant	11.25
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	11.25
16090 - Presser, Hand	11.25
16110 - Presser, Machine, Drycleaning	11.25
16130 - Presser, Machine, Shirts	11.25
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.96
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.76
21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	15.36
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	16.76
21110 - Shipping Packer	15.84
21130 - Shipping/Receiving Clerk	15.84
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	16.76
21410 - Warehouse Specialist	16.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.62
23021 - Aircraft Mechanic I	27.23
23022 - Aircraft Mechanic II	28.62
23023 - Aircraft Mechanic III	29.83
23040 - Aircraft Mechanic Helper	20.28
23050 - Aircraft, Painter	26.49
23060 - Aircraft Servicer	23.02
23080 - Aircraft Worker	24.52
23110 - Appliance Mechanic	23.84
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	26.60
23130 - Carpenter, Maintenance	24.84
23140 - Carpet Layer	24.72
23160 - Electrician, Maintenance	35.53
23181 - Electronics Technician Maintenance I	24.83
23182 - Electronics Technician Maintenance II	26.38

23183 - Electronics Technician Maintenance III 29.21
23260 - Fabric Worker 21.26
23290 - Fire Alarm System Mechanic 25.14
23310 - Fire Extinguisher Repairer 21.04
23311 - Fuel Distribution System Mechanic 25.99
23312 - Fuel Distribution System Operator 20.56
23370 - General Maintenance Worker 22.50
23380 - Ground Support Equipment Mechanic 27.23
23381 - Ground Support Equipment Servicer 23.02
23382 - Ground Support Equipment Worker 24.52
23391 - Gunsmith I 21.04
23392 - Gunsmith II 23.88
23393 - Gunsmith III 26.60
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 29.87
23430 - Heavy Equipment Mechanic 27.12
23440 - Heavy Equipment Operator 29.74
23460 - Instrument Mechanic 26.65
23465 - Laboratory/Shelter Mechanic 25.23
23470 - Laborer 14.73
23510 - Locksmith 25.62
23530 - Machinery Maintenance Mechanic 27.02
23550 - Machinist, Maintenance 27.28
23580 - Maintenance Trades Helper 18.99
23591 - Metrology Technician I 26.65
23592 - Metrology Technician II 28.02
23593 - Metrology Technician III 30.29
23640 - Millwright 26.60
23710 - Office Appliance Repairer 22.89
23760 - Painter, Maintenance 22.23
23790 - Pipefitter, Maintenance 32.29
23810 - Plumber, Maintenance 30.80
23820 - Pneudraulic Systems Mechanic 26.60
23850 - Rigger 26.60
23870 - Scale Mechanic 23.88
23890 - Sheet-Metal Worker, Maintenance 26.98
23910 - Small Engine Mechanic 19.31
23931 - Telecommunications Mechanic I 27.58
23932 - Telecommunications Mechanic II 28.99
23950 - Telephone Lineman 27.26
23960 - Welder, Combination, Maintenance 23.20
23965 - Well Driller 29.30
23970 - Woodcraft Worker 26.60
23980 - Woodworker 21.04
24000 - Personal Needs Occupations
24570 - Child Care Attendant 13.57
24580 - Child Care Center Clerk 16.27
24610 - Chore Aide 11.92
24620 - Family Readiness And Support Services Coordinator 16.95
24630 - Homemaker 18.73
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.18
25040 - Sewage Plant Operator 27.78
25070 - Stationary Engineer 38.18

25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	27.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.06
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equpment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	18.24
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	19.21
28630 - Sports Official	14.34
28690 - Swimming Pool Operator	19.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.66
29020 - Hatch Tender	26.66
29030 - Line Handler	26.66
29041 - Stevedore I	25.14
29042 - Stevedore II	28.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	20.43
30022 - Archeological Technician II	23.52
30023 - Archeological Technician III	32.49
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	30.55
30061 - Drafter/CAD Operator I	25.69
30062 - Drafter/CAD Operator II	28.74
30063 - Drafter/CAD Operator III	32.03
30064 - Drafter/CAD Operator IV	38.48
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.74
30210 - Laboratory Technician	22.20
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.18
30362 - Paralegal/Legal Assistant II	28.66
30363 - Paralegal/Legal Assistant III	35.07
30364 - Paralegal/Legal Assistant IV	42.42

30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		25.38
30462 - Technical Writer II		31.05
30463 - Technical Writer III		37.57
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.55
31030 - Bus Driver		18.83
31043 - Driver Courier		17.76
31260 - Parking and Lot Attendant		10.94
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		13.45
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.55
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		11.89
99050 - Desk Clerk		11.13
99095 - Embalmer		26.92
99251 - Laboratory Animal Caretaker I		13.07
99252 - Laboratory Animal Caretaker II		14.15
99310 - Mortician		29.38
99410 - Pest Controller		17.21
99510 - Photofinishing Worker		13.29
99710 - Recycling Laborer		20.42
99711 - Recycling Specialist		24.54
99730 - Refuse Collector		18.38
99810 - Sales Clerk		14.49
99820 - School Crossing Guard		15.75
99830 - Survey Party Chief		26.14
99831 - Surveying Aide		13.15
99832 - Surveying Technician		16.58
99840 - Vending Machine Attendant		14.98
99841 - Vending Machine Repairer		17.39
99842 - Vending Machine Repairer Helper		14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.81 per hour or $152.40 per week or $660.40 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.
Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.