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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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No. : 2015-2485
Revision No. : 1
Date Of Revision: 02/19/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Mellette, Perkins, Shannon, Stanley, Todd, Tripp, Ziebach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.72
01012 - Accounting Clerk II		12.04
01013 - Accounting Clerk III		13.95
01020 - Administrative Assistant		17.58
01035 - Court Reporter		15.49
01051 - Data Entry Operator I		10.58
01052 - Data Entry Operator II		11.99
01060 - Dispatcher, Motor Vehicle		13.95
01070 - Document Preparation Clerk		11.05
01090 - Duplicating Machine Operator		11.05
01111 - General Clerk I		10.01
01112 - General Clerk II		10.97
01113 - General Clerk III		12.50
01120 - Housing Referral Assistant		15.88
01141 - Messenger Courier		9.33
01191 - Order Clerk I		10.95
01192 - Order Clerk II		11.95
01261 - Personnel Assistant (Employment) I		12.06
01262 - Personnel Assistant (Employment) II		13.63
01263 - Personnel Assistant (Employment) III		16.11
01270 - Production Control Clerk		16.37
01290 - Rental Clerk		9.49
01300 - Scheduler, Maintenance		11.27
01311 - Secretary I		11.27
01312 - Secretary II		12.61
01313 - Secretary III		15.88
01320 - Service Order Dispatcher		13.03
01410 - Supply Technician		17.58
01420 - Survey Worker		11.88
01460 - Switchboard Operator/Receptionist		10.46

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01531 - Travel Clerk I	11.24
01532 - Travel Clerk II	11.92
01533 - Travel Clerk III	12.61
01611 - Word Processor I	10.04
01612 - Word Processor II	11.27
01613 - Word Processor III	13.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.15
05010 - Automotive Electrician	16.37
05040 - Automotive Glass Installer	15.61
05070 - Automotive Worker	15.61
05110 - Mobile Equipment Servicer	14.01
05130 - Motor Equipment Metal Mechanic	17.15
05160 - Motor Equipment Metal Worker	15.61
05190 - Motor Vehicle Mechanic	17.15
05220 - Motor Vehicle Mechanic Helper	13.22
05250 - Motor Vehicle Upholstery Worker	14.81
05280 - Motor Vehicle Wrecker	15.61
05310 - Painter, Automotive	16.37
05340 - Radiator Repair Specialist	15.61
05370 - Tire Repairer	10.75
05400 - Transmission Repair Specialist	17.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.46
07041 - Cook I	10.62
07042 - Cook II	12.09
07070 - Dishwasher	7.97
07130 - Food Service Worker	8.50
07210 - Meat Cutter	13.03
07260 - Waiter/Waitress	7.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.67
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	16.67
09090 - Furniture Refinisher Helper	13.46
09110 - Furniture Repairer, Minor	15.07
09130 - Upholsterer	15.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.95
11090 - Gardener	12.76
11122 - Housekeeping Aide	9.95
11150 - Janitor	9.95
11210 - Laborer, Grounds Maintenance	10.53
11240 - Maid or Houseman	8.73
11260 - Pruner	9.63
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	10.28
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	18.49
12015 - Certified Physical Therapist Assistant	18.49
12020 - Dental Assistant	14.39
12025 - Dental Hygienist	26.57
12030 - EKG Technician	22.80
12035 - Electroneurodiagnostic Technologist	22.80
12040 - Emergency Medical Technician	14.04
12071 - Licensed Practical Nurse I	12.55
12072 - Licensed Practical Nurse II	14.04
12073 - Licensed Practical Nurse III	15.66
12100 - Medical Assistant	12.17

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12130 - Medical Laboratory Technician	15.57
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	15.05
12195 - Medical Transcriptionist	13.46
12210 - Nuclear Medicine Technologist	29.62
12221 - Nursing Assistant I	9.42
12222 - Nursing Assistant II	10.59
12223 - Nursing Assistant III	11.56
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	13.13
12236 - Optical Technician	12.32
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	12.97
12305 - Radiologic Technologist	21.72
12311 - Registered Nurse I	18.46
12312 - Registered Nurse II	22.58
12313 - Registered Nurse II, Specialist	22.58
12314 - Registered Nurse III	27.32
12315 - Registered Nurse III, Anesthetist	27.32
12316 - Registered Nurse IV	32.75
12317 - Scheduler (Drug and Alcohol Testing)	18.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	13.72
13012 - Exhibits Specialist II	17.00
13013 - Exhibits Specialist III	20.78
13041 - Illustrator I	13.72
13042 - Illustrator II	17.00
13043 - Illustrator III	20.78
13047 - Librarian	18.82
13050 - Library Aide/Clerk	10.92
13054 - Library Information Technology Systems Administrator	17.00
13058 - Library Technician	12.29
13061 - Media Specialist I	13.02
13062 - Media Specialist II	14.56
13063 - Media Specialist III	16.24
13071 - Photographer I	12.70
13072 - Photographer II	14.21
13073 - Photographer III	17.60
13074 - Photographer IV	21.54
13075 - Photographer V	26.05
13110 - Video Teleconference Technician	12.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	11.60
14042 - Computer Operator II	12.97
14043 - Computer Operator III	15.41
14044 - Computer Operator IV	16.16
14045 - Computer Operator V	20.32
14071 - Computer Programmer I	18.89
14072 - Computer Programmer II	23.41
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	11.60
14160 - Personal Computer Support Technician	24.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.28
15020 - Aircrew Training Devices Instructor (Rated)	33.61
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	29.28
15060 - Educational Technologist	23.68

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15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	17.93
15090 - Technical Instructor	16.89
15095 - Technical Instructor/Course Developer	18.95
15110 - Test Proctor	12.50
15120 - Tutor	12.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.45
16030 - Counter Attendant	8.45
16040 - Dry Cleaner	10.20
16070 - Finisher, Flatwork, Machine	8.45
16090 - Presser, Hand	8.45
16110 - Presser, Machine, Drycleaning	8.45
16130 - Presser, Machine, Shirts	8.45
16160 - Presser, Machine, Wearing Apparel, Laundry	8.45
16190 - Sewing Machine Operator	10.84
16220 - Tailor	11.40
16250 - Washer, Machine	8.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.94
19040 - Tool And Die Maker	20.17
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.15
21030 - Material Coordinator	16.37
21040 - Material Expediter	16.37
21050 - Material Handling Laborer	10.35
21071 - Order Filler	9.75
21080 - Production Line Worker (Food Processing)	13.15
21110 - Shipping Packer	12.96
21130 - Shipping/Receiving Clerk	12.96
21140 - Store Worker I	10.81
21150 - Stock Clerk	14.18
21210 - Tools And Parts Attendant	13.15
21410 - Warehouse Specialist	13.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.83
23021 - Aircraft Mechanic I	22.12
23022 - Aircraft Mechanic II	24.83
23023 - Aircraft Mechanic III	25.95
23040 - Aircraft Mechanic Helper	16.54
23050 - Aircraft, Painter	18.34
23060 - Aircraft Servicer	18.84
23080 - Aircraft Worker	20.00
23110 - Appliance Mechanic	16.66
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	24.56
23130 - Carpenter, Maintenance	14.66
23140 - Carpet Layer	15.68
23160 - Electrician, Maintenance	19.87
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	20.83
23183 - Electronics Technician Maintenance III	22.04
23260 - Fabric Worker	14.82
23290 - Fire Alarm System Mechanic	17.64
23310 - Fire Extinguisher Repairer	14.44
23311 - Fuel Distribution System Mechanic	23.27
23312 - Fuel Distribution System Operator	18.18
23370 - General Maintenance Worker	13.91
23380 - Ground Support Equipment Mechanic	22.12
23381 - Ground Support Equipment Servicer	18.84
23382 - Ground Support Equipment Worker	20.00
23391 - Gunsmith I	14.44
23392 - Gunsmith II	16.44

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23393 - Gunsmith III	18.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	19.20
23440 - Heavy Equipment Operator	16.55
23460 - Instrument Mechanic	18.48
23465 - Laboratory/Shelter Mechanic	17.47
23470 - Laborer	10.35
23510 - Locksmith	16.79
23530 - Machinery Maintenance Mechanic	18.37
23550 - Machinist, Maintenance	16.18
23580 - Maintenance Trades Helper	13.25
23591 - Metrolgy Technician I	18.48
23592 - Metrolgy Technician II	19.45
23593 - Metrolgy Technician III	20.41
23640 - Millwright	18.38
23710 - Office Appliance Repairer	17.41
23760 - Painter, Maintenance	15.55
23790 - Pipefitter, Maintenance	19.22
23810 - Plumber, Maintenance	17.71
23820 - Pneudraulic Systems Mechanic	18.48
23850 - Rigger	18.48
23870 - Scale Mechanic	16.44
23890 - Sheet-Metal Worker, Maintenance	16.50
23910 - Small Engine Mechanic	15.68
23931 - Telecommunications Mechanic I	23.72
23932 - Telecommunications Mechanic II	24.97
23950 - Telephone Lineman	20.10
23960 - Welder, Combination, Maintenance	14.11
23965 - Well Driller	17.64
23970 - Woodcraft Worker	18.48
23980 - Woodworker	14.44
24000 - Personal Needs Occupati ons	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	12.39
24610 - Chore Aide	9.18
24620 - Family Readiness And Support Services Coordinator	10.94
24630 - Homemaker	15.00
25000 - Plant And System Operati ons Occupati ons	
25010 - Boiler Tender	17.51
25040 - Sewage Plant Operator	16.57
25070 - Stationary Engineer	17.51
25190 - Ventilation Equipment Tender	12.75
25210 - Water Treatment Plant Operator	16.57
27000 - Protective Servi ce Occupati ons	
27004 - Alarm Monitor	14.15
27007 - Baggage Inspector	10.70
27008 - Corrections Offi cer	14.99
27010 - Court Securi ty Offi cer	17.50
27030 - Detecti on Dog Handler	14.45
27040 - Detenti on Offi cer	14.99
27070 - Fi refi ghter	17.46
27101 - Guard I	10.70
27102 - Guard II	13.38
27131 - Pol ice Offi cer I	18.61
27132 - Pol ice Offi cer II	20.67
28000 - Recreati on Occupati ons	
28041 - Carni val Equip ment Operator	10.27
28042 - Carni val Equip ment Repai rer	10.96
28043 - Carni val Worker	8.49

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28210 - Gate Attendant/Gate Tender	14.08
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.75
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	16.08
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.38
29020 - Hatch Tender	17.38
29030 - Line Handler	17.38
29041 - Stevedore I	16.04
29042 - Stevedore II	18.47
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	14.57
30022 - Archeological Technician II	16.30
30023 - Archeological Technician III	20.20
30030 - Cartographic Technician	20.01
30040 - Civil Engineering Technician	19.14
30061 - Drafter/CAD Operator I	14.57
30062 - Drafter/CAD Operator II	16.30
30063 - Drafter/CAD Operator III	18.18
30064 - Drafter/CAD Operator IV	22.36
30081 - Engineering Technician I	12.70
30082 - Engineering Technician II	14.26
30083 - Engineering Technician III	16.28
30084 - Engineering Technician IV	19.77
30085 - Engineering Technician V	24.17
30086 - Engineering Technician VI	29.25
30090 - Environmental Technician	18.90
30210 - Laboratory Technician	17.39
30240 - Mathematical Technician	20.20
30361 - Paralegal/Legal Assistant I	15.62
30362 - Paralegal/Legal Assistant II	19.36
30363 - Paralegal/Legal Assistant III	23.69
30364 - Paralegal/Legal Assistant IV	28.66
30390 - Photo-Optics Technician	20.20
30461 - Technical Writer I	21.02
30462 - Technical Writer II	25.71
30463 - Technical Writer III	31.10
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or (see 2)	18.18
Surface Programs	
30621 - Weather Observer, Senior (see 2)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.44
31030 - Bus Driver	12.64
31043 - Driver Courier	11.71
31260 - Parking and Lot Attendant	10.36
31290 - Shuttle Bus Driver	13.61
31310 - Taxi Driver	11.67
31361 - Truckdriver, Light	13.61
31362 - Truckdriver, Medium	14.53
31363 - Truckdriver, Heavy	16.07
31364 - Truckdriver, Tractor-Trailer	16.07
99000 - Miscellaneous Occupations	

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99030 - Cashier	8.46
99050 - Desk Clerk	8.84
99095 - Embalmer	24.34
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.07
99310 - Mortician	24.34
99410 - Pest Controller	16.54
99510 - Photofinishing Worker	12.10
99710 - Recycling Laborer	13.04
99711 - Recycling Specialist	15.23
99730 - Refuse Collector	11.92
99810 - Sales Clerk	10.93
99820 - School Crossing Guard	11.33
99830 - Survey Party Chief	17.26
99831 - Surveying Aide	11.11
99832 - Surveying Technician	14.45
99840 - Vending Machine Attendant	14.12
99841 - Vending Machine Repairer	16.94
99842 - Vending Machine Repairer Helper	12.89

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 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. (See 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 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.

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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, dyeing, 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 re-grading 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

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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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(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 the 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, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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 ensure 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.