

WD 05-3007 (Rev.-6) was first posted on www.wdol.gov on 06/03/2008

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-3007
Revision No.: 6
Date Of Revision: 05/29/2008

State: Florida

Area: Florida County of Bay

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.54
01012 - Accounting Clerk II	12.97
01013 - Accounting Clerk III	15.39
01020 - Administrative Assistant	16.61
01040 - Court Reporter	13.45
01051 - Data Entry Operator I	10.59
01052 - Data Entry Operator II	11.87
01060 - Dispatcher, Motor Vehicle	14.08
01070 - Document Preparation Clerk	10.53
01090 - Duplicating Machine Operator	10.53
01111 - General Clerk I	10.30
01112 - General Clerk II	11.24
01113 - General Clerk III	12.62
01120 - Housing Referral Assistant	15.00
01141 - Messenger Courier	10.73
01191 - Order Clerk I	11.27
01192 - Order Clerk II	12.45
01261 - Personnel Assistant (Employment) I	13.36
01262 - Personnel Assistant (Employment) II	14.96
01263 - Personnel Assistant (Employment) III	16.68
01270 - Production Control Clerk	16.98
01280 - Receptionist	9.50
01290 - Rental Clerk	9.68
01300 - Scheduler, Maintenance	12.03
01311 - Secretary I	12.03
01312 - Secretary II	13.45
01313 - Secretary III	15.00
01320 - Service Order Dispatcher	12.45
01410 - Supply Technician	16.61

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01420 - Survey Worker	12.98
01531 - Travel Clerk I	9.87
01532 - Travel Clerk II	10.41
01533 - Travel Clerk III	10.95
01611 - Word Processor I	10.62
01612 - Word Processor II	11.92
01613 - Word Processor III	13.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.84
05010 - Automotive Electrician	16.94
05040 - Automotive Glass Installer	16.05
05070 - Automotive Worker	16.05
05110 - Mobile Equipment Servicer	14.27
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	16.05
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	13.32
05250 - Motor Vehicle Upholstery Worker	15.19
05280 - Motor Vehicle Wrecker	16.05
05310 - Painter, Automotive	16.94
05340 - Radiator Repair Specialist	16.05
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.02
07041 - Cook I	9.61
07042 - Cook II	10.81
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.02
07210 - Meat Cutter	13.92
07260 - Waiter/Waitress	8.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.64
11060 - Elevator Operator	8.64
11090 - Gardener	12.72
11122 - Housekeeping Aide	8.97
11150 - Janitor	10.98
11210 - Laborer, Grounds Maintenance	9.94
11240 - Maid or Houseman	8.05
11260 - Pruner	9.05
11270 - Tractor Operator	11.61
11330 - Trail Maintenance Worker	9.94
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	14.58

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12011 - Breath Alcohol Technician	14.58
12012 - Certified Occupational Therapist Assistant	20.00
12015 - Certified Physical Therapist Assistant	18.68
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	28.15
12030 - EKG Technician	22.09
12035 - Electroneurodiagnostic Technologist	22.09
12040 - Emergency Medical Technician	14.58
12071 - Licensed Practical Nurse I	13.02
12072 - Licensed Practical Nurse II	14.58
12073 - Licensed Practical Nurse III	16.26
12100 - Medical Assistant	11.06
12130 - Medical Laboratory Technician	14.03
12160 - Medical Record Clerk	11.58
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.21
12210 - Nuclear Medicine Technologist	36.22
12221 - Nursing Assistant I	8.29
12222 - Nursing Assistant II	9.33
12223 - Nursing Assistant III	10.18
12224 - Nursing Assistant IV	11.43
12235 - Optical Dispenser	16.48
12236 - Optical Technician	13.02
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.43
12305 - Radiologic Technologist	18.21
12311 - Registered Nurse I	20.63
12312 - Registered Nurse II	25.25
12313 - Registered Nurse II, Specialist	25.25
12314 - Registered Nurse III	30.53
12315 - Registered Nurse III, Anesthetist	30.53
12316 - Registered Nurse IV	36.61
12317 - Scheduler (Drug and Alcohol Testing)	18.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.79
13012 - Exhibits Specialist II	20.45
13013 - Exhibits Specialist III	24.06
13041 - Illustrator I	16.79
13042 - Illustrator II	20.45
13043 - Illustrator III	24.06
13047 - Librarian	20.70
13050 - Library Aide/Clerk	12.19
13054 - Library Information Technology Systems Administrator	19.83
13058 - Library Technician	16.00
13061 - Media Specialist I	14.31
13062 - Media Specialist II	16.00
13063 - Media Specialist III	17.84
13071 - Photographer I	14.31
13072 - Photographer II	16.00
13073 - Photographer III	19.83
13074 - Photographer IV	24.27
13075 - Photographer V	29.37

13110 - Video Teleconference Technician	15.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.06
14042 - Computer Operator II	14.34
14043 - Computer Operator III	16.30
14044 - Computer Operator IV	18.91
14045 - Computer Operator V	19.88
14071 - Computer Programmer I (1)	19.92
14072 - Computer Programmer II (1)	24.67
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	26.03
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	12.06
14160 - Personal Computer Support Technician	18.91
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.74
15020 - Aircrew Training Devices Instructor (Rated)	29.93
15030 - Air Crew Training Devices Instructor (Pilot)	35.69
15050 - Computer Based Training Specialist / Instructor	22.87
15060 - Educational Technologist	21.58
15070 - Flight Instructor (Pilot)	35.69
15080 - Graphic Artist	18.39
15090 - Technical Instructor	17.00
15095 - Technical Instructor/Course Developer	20.79
15110 - Test Proctor	13.72
15120 - Tutor	13.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.40
16030 - Counter Attendant	8.40
16040 - Dry Cleaner	9.71
16070 - Finisher, Flatwork, Machine	8.40
16090 - Presser, Hand	8.40
16110 - Presser, Machine, Drycleaning	8.40
16130 - Presser, Machine, Shirts	8.40
16160 - Presser, Machine, Wearing Apparel, Laundry	8.40
16190 - Sewing Machine Operator	10.14
16220 - Tailor	10.59
16250 - Washer, Machine	8.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.94
19040 - Tool And Die Maker	20.53
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.05
21030 - Material Coordinator	17.91
21040 - Material Expediter	17.91
21050 - Material Handling Laborer	10.44
21071 - Order Filler	10.18
21080 - Production Line Worker (Food Processing)	14.05
21110 - Shipping Packer	11.34
21130 - Shipping/Receiving Clerk	11.34

21140 - Store Worker I	10.31
21150 - Stock Clerk	13.75
21210 - Tools And Parts Attendant	14.05
21410 - Warehouse Specialist	14.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.64
23021 - Aircraft Mechanic I	18.70
23022 - Aircraft Mechanic II	19.64
23023 - Aircraft Mechanic III	20.62
23040 - Aircraft Mechanic Helper	13.96
23050 - Aircraft, Painter	16.94
23060 - Aircraft Servicer	15.92
23080 - Aircraft Worker	16.82
23110 - Appliance Mechanic	16.94
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	17.84
23130 - Carpenter, Maintenance	16.94
23140 - Carpet Layer	16.05
23160 - Electrician, Maintenance	17.84
23181 - Electronics Technician Maintenance I	21.62
23182 - Electronics Technician Maintenance II	22.98
23183 - Electronics Technician Maintenance III	24.36
23260 - Fabric Worker	15.19
23290 - Fire Alarm System Mechanic	17.84
23310 - Fire Extinguisher Repairer	14.27
23311 - Fuel Distribution System Mechanic	17.84
23312 - Fuel Distribution System Operator	15.08
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	18.70
23381 - Ground Support Equipment Servicer	15.92
23382 - Ground Support Equipment Worker	16.82
23391 - Gunsmith I	14.59
23392 - Gunsmith II	15.42
23393 - Gunsmith III	17.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
20.60	
23430 - Heavy Equipment Mechanic	17.84
23440 - Heavy Equipment Operator	17.84
23460 - Instrument Mechanic	17.84
23465 - Laboratory/Shelter Mechanic	16.37
23470 - Laborer	9.56
23510 - Locksmith	16.94
23530 - Machinery Maintenance Mechanic	22.31
23550 - Machinist, Maintenance	17.84
23580 - Maintenance Trades Helper	13.32
23591 - Metrology Technician I	17.84
23592 - Metrology Technician II	18.83
23593 - Metrology Technician III	19.82
23640 - Millwright	19.62
23710 - Office Appliance Repairer	16.94
23760 - Painter, Maintenance	16.94

23790 - Pipefitter, Maintenance	17.84
23810 - Plumber, Maintenance	16.94
23820 - Pneudraulic Systems Mechanic	17.84
23850 - Rigger	17.84
23870 - Scale Mechanic	16.05
23890 - Sheet-Metal Worker, Maintenance	19.49
23910 - Small Engine Mechanic	16.05
23931 - Telecommunications Mechanic I	23.64
23932 - Telecommunications Mechanic II	24.86
23950 - Telephone Lineman	17.84
23960 - Welder, Combination, Maintenance	17.84
23965 - Well Driller	17.84
23970 - Woodcraft Worker	17.84
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.26
24580 - Child Care Center Clerk	11.41
24610 - Chore Aide	10.31
24620 - Family Readiness And Support Services Coordinator	12.88
24630 - Homemaker	11.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.84
25040 - Sewage Plant Operator	16.94
25070 - Stationary Engineer	17.84
25190 - Ventilation Equipment Tender	13.32
25210 - Water Treatment Plant Operator	16.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.05
27007 - Baggage Inspector	9.33
27008 - Corrections Officer	15.97
27010 - Court Security Officer	15.52
27030 - Detection Dog Handler	11.02
27040 - Detention Officer	15.97
27070 - Firefighter	14.82
27101 - Guard I	933.00
27102 - Guard II	11.02
27131 - Police Officer I	16.21
27132 - Police Officer II	18.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.91
28042 - Carnival Equipment Repairer	10.62
28043 - Carnival Equipment Worker	8.27
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.81
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	11.63
28630 - Sports Official	11.29
28690 - Swimming Pool Operator	16.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.06
29020 - Hatch Tender	17.06

29030 - Line Handler	17.06
29041 - Stevedore I	15.31
29042 - Stevedore II	17.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	13.73
30022 - Archeological Technician II	14.12
30023 - Archeological Technician III	19.37
30030 - Cartographic Technician	20.20
30040 - Civil Engineering Technician	21.34
30061 - Drafter/CAD Operator I	14.58
30062 - Drafter/CAD Operator II	16.31
30063 - Drafter/CAD Operator III	18.19
30064 - Drafter/CAD Operator IV	22.40
30081 - Engineering Technician I	14.30
30082 - Engineering Technician II	16.06
30083 - Engineering Technician III	17.98
30084 - Engineering Technician IV	22.28
30085 - Engineering Technician V	27.25
30086 - Engineering Technician VI	32.97
30090 - Environmental Technician	19.26
30210 - Laboratory Technician	18.48
30240 - Mathematical Technician	20.20
30361 - Paralegal/Legal Assistant I	16.39
30362 - Paralegal/Legal Assistant II	20.29
30363 - Paralegal/Legal Assistant III	24.83
30364 - Paralegal/Legal Assistant IV	30.02
30390 - Photo-Optics Technician	20.20
30461 - Technical Writer I	17.26
30462 - Technical Writer II	21.11
30463 - Technical Writer III	25.54
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	18.19
30621 - Weather Observer, Senior (3)	20.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.22
31030 - Bus Driver	13.88
31043 - Driver Courier	11.70
31260 - Parking and Lot Attendant	8.42
31290 - Shuttle Bus Driver	11.78
31310 - Taxi Driver	11.05
31361 - Truckdriver, Light	11.70
31362 - Truckdriver, Medium	12.63
31363 - Truckdriver, Heavy	13.98
31364 - Truckdriver, Tractor-Trailer	13.98
99000 - Miscellaneous Occupations	

99030 - Cashier	8.00
99050 - Desk Clerk	9.27
99095 - Embalmer	21.58
99251 - Laboratory Animal Caretaker I	10.27
99252 - Laboratory Animal Caretaker II	11.06
99310 - Mortician	21.58
99410 - Pest Controller	14.15
99510 - Photofinishing Worker	11.34
99710 - Recycling Laborer	13.87
99711 - Recycling Specialist	15.48
99730 - Refuse Collector	12.29
99810 - Sales Clerk	11.72
99820 - School Crossing Guard	9.83
99830 - Survey Party Chief	16.92
99831 - Surveying Aide	10.13
99832 - Surveying Technician	15.39
99840 - Vending Machine Attendant	15.24
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	15.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those

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

3) 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 ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

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conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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