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ATTACHMENT XI

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

William W. Gross                    Division of  
Director                            Wage Determinations

Wage Determination No.: 2005-2215  
Revision No.: 4  
Date Of Revision: 05/29/2007

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.56
01012 - Accounting Clerk II	15.89
01013 - Accounting Clerk III	17.75
01020 - Administrative Assistant	19.09
01040 - Court Reporter	22.72
01051 - Data Entry Operator I	11.55
01052 - Data Entry Operator II	12.62
01060 - Dispatcher, Motor Vehicle	15.60
01070 - Document Preparation Clerk	12.55
01090 - Duplicating Machine Operator	12.55
01111 - General Clerk I	10.73
01112 - General Clerk II	12.28
01113 - General Clerk III	13.90
01120 - Housing Referral Assistant	16.15
01141 - Messenger Courier	10.20
01191 - Order Clerk I	11.90
01192 - Order Clerk II	12.68
01261 - Personnel Assistant (Employment) I	12.58
01262 - Personnel Assistant (Employment) II	14.47
01263 - Personnel Assistant (Employment) III	16.79
01270 - Production Control Clerk	18.73
01280 - Receptionist	10.38
01290 - Rental Clerk	10.99
01300 - Scheduler, Maintenance	12.10
01311 - Secretary I	12.10
01312 - Secretary II	13.91
01313 - Secretary III	16.15
01320 - Service Order Dispatcher	13.50
01410 - Supply Technician	19.09

01420 - Survey Worker	13.37
01531 - Travel Clerk I	11.41
01532 - Travel Clerk II	12.02
01533 - Travel Clerk III	12.95
01611 - Word Processor I	11.87
01612 - Word Processor II	13.24
01613 - Word Processor III	14.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	18.96
05040 - Automotive Glass Installer	18.15
05070 - Automotive Worker	18.15
05110 - Mobile Equipment Servicer	16.17
05130 - Motor Equipment Metal Mechanic	19.95
05160 - Motor Equipment Metal Worker	18.15
05190 - Motor Vehicle Mechanic	20.17
05220 - Motor Vehicle Mechanic Helper	15.16
05250 - Motor Vehicle Upholstery Worker	17.16
05280 - Motor Vehicle Wrecker	18.15
05310 - Painter, Automotive	18.96
05340 - Radiator Repair Specialist	18.15
05370 - Tire Repairer	15.62
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.74
07041 - Cook I	9.51
07042 - Cook II	10.68
07070 - Dishwasher	7.32
07130 - Food Service Worker	7.71
07210 - Meat Cutter	12.79
07260 - Waiter/Waitress	7.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.96
09040 - Furniture Handler	13.37
09080 - Furniture Refinisher	18.96
09090 - Furniture Refinisher Helper	15.16
09110 - Furniture Repairer, Minor	17.16
09130 - Upholsterer	18.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.37
11060 - Elevator Operator	9.01
11090 - Gardener	11.06
11122 - Housekeeping Aide	9.01
11150 - Janitor	9.49
11210 - Laborer, Grounds Maintenance	9.95
11240 - Maid or Houseman	7.66
11260 - Pruner	9.05
11270 - Tractor Operator	10.35
11330 - Trail Maintenance Worker	9.95
11360 - Window Cleaner	10.26
12000 - Health Occupations	
12010 - Ambulance Driver	13.41
12011 - Breath Alcohol Technician	14.14
12012 - Certified Occupational Therapist Assistant	18.97
12015 - Certified Physical Therapist Assistant	17.80
12020 - Dental Assistant	13.07
12025 - Dental Hygienist	29.85
12030 - EKG Technician	19.00
12035 - Electroneurodiagnostic Technologist	19.00
12040 - Emergency Medical Technician	13.41

12071 - Licensed Practical Nurse I	12.57
12072 - Licensed Practical Nurse II	14.09
12073 - Licensed Practical Nurse III	15.77
12100 - Medical Assistant	11.19
12130 - Medical Laboratory Technician	13.84
12160 - Medical Record Clerk	11.83
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.01
12210 - Nuclear Medicine Technologist	29.85
12221 - Nursing Assistant I	8.94
12222 - Nursing Assistant II	10.54
12223 - Nursing Assistant III	11.51
12224 - Nursing Assistant IV	12.89
12235 - Optical Dispenser	13.58
12236 - Optical Technician	12.14
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.89
12305 - Radiologic Technologist	19.64
12311 - Registered Nurse I	17.10
12312 - Registered Nurse II	20.94
12313 - Registered Nurse II, Specialist	20.94
12314 - Registered Nurse III	25.34
12315 - Registered Nurse III, Anesthetist	25.34
12316 - Registered Nurse IV	30.34
12317 - Scheduler (Drug and Alcohol Testing)	17.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.85
13012 - Exhibits Specialist II	19.63
13013 - Exhibits Specialist III	24.02
13041 - Illustrator I	15.85
13042 - Illustrator II	19.63
13043 - Illustrator III	24.02
13047 - Librarian	21.74
13050 - Library Aide/Clerk	12.63
13054 - Library Information Technology Systems Administrator	19.64
13058 - Library Technician	14.40
13061 - Media Specialist I	14.72
13062 - Media Specialist II	15.85
13063 - Media Specialist III	17.68
13071 - Photographer I	13.54
13072 - Photographer II	16.29
13073 - Photographer III	20.16
13074 - Photographer IV	24.59
13075 - Photographer V	29.83
13110 - Video Teleconference Technician	14.17
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.88
14042 - Computer Operator II	17.15
14043 - Computer Operator III	20.92
14044 - Computer Operator IV	22.43
14045 - Computer Operator V	24.82
14071 - Computer Programmer I (1)	17.64
14072 - Computer Programmer II (1)	23.44
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.88
14160 - Personal Computer Support Technician	24.04

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.20
15020 - Aircrew Training Devices Instructor (Rated)	29.26
15030 - Air Crew Training Devices Instructor (Pilot)	34.52
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	24.93
15070 - Flight Instructor (Pilot)	34.52
15080 - Graphic Artist	19.77
15090 - Technical Instructor	17.04
15095 - Technical Instructor/Course Developer	21.28
15110 - Test Proctor	13.60
15120 - Tutor	13.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.14
16030 - Counter Attendant	8.14
16040 - Dry Cleaner	10.33
16070 - Finisher, Flatwork, Machine	8.14
16090 - Presser, Hand	8.14
16110 - Presser, Machine, Drycleaning	8.14
16130 - Presser, Machine, Shirts	8.14
16160 - Presser, Machine, Wearing Apparel, Laundry	8.14
16190 - Sewing Machine Operator	11.02
16220 - Tailor	11.70
16250 - Washer, Machine	9.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.86
19040 - Tool And Die Maker	27.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.00
21030 - Material Coordinator	18.73
21040 - Material Expediter	18.73
21050 - Material Handling Laborer	9.88
21071 - Order Filler	11.75
21080 - Production Line Worker (Food Processing)	15.00
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	13.60
21150 - Stock Clerk	17.42
21210 - Tools And Parts Attendant	15.00
21410 - Warehouse Specialist	15.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.42
23021 - Aircraft Mechanic I	20.40
23022 - Aircraft Mechanic II	21.42
23023 - Aircraft Mechanic III	22.49
23040 - Aircraft Mechanic Helper	15.26
23050 - Aircraft, Painter	18.96
23060 - Aircraft Servicer	17.27
23080 - Aircraft Worker	18.27
23110 - Appliance Mechanic	18.96
23120 - Bicycle Repairer	15.62
23125 - Cable Splicer	24.10
23130 - Carpenter, Maintenance	18.96
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	21.21
23181 - Electronics Technician Maintenance I	20.02
23182 - Electronics Technician Maintenance II	24.57
23183 - Electronics Technician Maintenance III	30.71
23260 - Fabric Worker	17.16
23290 - Fire Alarm System Mechanic	19.95

23310 - Fire Extinguisher Repairer	16.17
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.45
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment Mechanic	20.40
23381 - Ground Support Equipment Servicer	17.27
23382 - Ground Support Equipment Worker	18.27
23391 - Gunsmith I	14.53
23392 - Gunsmith II	16.29
23393 - Gunsmith III	17.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.26
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
21.20	
23430 - Heavy Equipment Mechanic	19.95
23440 - Heavy Equipment Operator	19.95
23460 - Instrument Mechanic	19.95
23465 - Laboratory/Shelter Mechanic	17.12
23470 - Laborer	10.12
23510 - Locksmith	18.96
23530 - Machinery Maintenance Mechanic	21.70
23550 - Machinist, Maintenance	19.95
23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	19.95
23592 - Metrology Technician II	20.95
23593 - Metrology Technician III	21.79
23640 - Millwright	20.56
23710 - Office Appliance Repairer	19.00
23760 - Painter, Maintenance	18.96
23790 - Pipefitter, Maintenance	21.02
23810 - Plumber, Maintenance	19.97
23820 - Pneudraulic Systems Mechanic	19.95
23850 - Rigger	19.95
23870 - Scale Mechanic	18.15
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	22.19
23932 - Telecommunications Mechanic II	23.20
23950 - Telephone Lineman	21.95
23960 - Welder, Combination, Maintenance	19.95
23965 - Well Driller	19.95
23970 - Woodcraft Worker	19.95
23980 - Woodworker	16.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.27
24580 - Child Care Center Clerk	11.59
24610 - Chore Aide	9.10
24620 - Family Readiness And Support Services Coordinator	10.84
24630 - Homemaker	14.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.93
25040 - Sewage Plant Operator	21.78
25070 - Stationary Engineer	22.93
25190 - Ventilation Equipment Tender	16.68
25210 - Water Treatment Plant Operator	20.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.74
27007 - Baggage Inspector	12.11
27008 - Corrections Officer	14.42
27010 - Court Security Officer	15.50
27030 - Detection Dog Handler	17.18

27040 - Detention Officer	14.42
27070 - Firefighter	17.61
27101 - Guard I	12.11
27102 - Guard II	17.18
27131 - Police Officer I	17.54
27132 - Police Officer II	18.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.45
28042 - Carnival Equipment Repairer	9.98
28043 - Carnival Equipment Worker	7.68
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.63
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	15.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.60
29020 - Hatch Tender	16.60
29030 - Line Handler	16.60
29041 - Stevedore I	14.42
29042 - Stevedore II	17.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.72
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	15.85
30022 - Archeological Technician II	17.76
30023 - Archeological Technician III	21.79
30030 - Cartographic Technician	22.11
30040 - Civil Engineering Technician	19.65
30061 - Drafter/CAD Operator I	13.92
30062 - Drafter/CAD Operator II	16.75
30063 - Drafter/CAD Operator III	18.51
30064 - Drafter/CAD Operator IV	22.77
30081 - Engineering Technician I	15.77
30082 - Engineering Technician II	17.71
30083 - Engineering Technician III	21.87
30084 - Engineering Technician IV	23.56
30085 - Engineering Technician V	32.10
30086 - Engineering Technician VI	38.81
30090 - Environmental Technician	20.73
30210 - Laboratory Technician	19.83
30240 - Mathematical Technician	23.48
30361 - Paralegal/Legal Assistant I	15.49
30362 - Paralegal/Legal Assistant II	21.63
30363 - Paralegal/Legal Assistant III	26.38
30364 - Paralegal/Legal Assistant IV	32.01
30390 - Photo-Optics Technician	23.48
30461 - Technical Writer I	19.14
30462 - Technical Writer II	23.41
30463 - Technical Writer III	29.95
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	18.51
30621 - Weather Observer, Senior (3)	20.57

31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.86
31030 - Bus Driver	12.62
31043 - Driver Courier	10.82
31260 - Parking and Lot Attendant	8.37
31290 - Shuttle Bus Driver	11.46
31310 - Taxi Driver	8.90
31361 - Truckdriver, Light	11.46
31362 - Truckdriver, Medium	11.70
31363 - Truckdriver, Heavy	15.85
31364 - Truckdriver, Tractor-Trailer	16.67
99000 - Miscellaneous Occupations	
99030 - Cashier	7.70
99050 - Desk Clerk	9.27
99095 - Embalmer	22.85
99251 - Laboratory Animal Caretaker I	8.96
99252 - Laboratory Animal Caretaker II	9.49
99310 - Mortician	22.85
99410 - Pest Controller	16.35
99510 - Photofinishing Worker	10.66
99710 - Recycling Laborer	11.39
99711 - Recycling Specialist	13.16
99730 - Refuse Collector	10.54
99810 - Sales Clerk	11.62
99820 - School Crossing Guard	8.54
99830 - Survey Party Chief	18.80
99831 - Surveying Aide	11.59
99832 - Surveying Technician	15.91
99840 - Vending Machine Attendant	12.10
99841 - Vending Machine Repairer	14.37
99842 - Vending Machine Repairer Helper	12.10

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

\*\* UNIFORM ALLOWANCE \*\*

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

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



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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the "Service Contract Act Directory of

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