

***** THIS WAGE DETERMINATION WAS REPLACED 06/05/2007 *****
 05-2573 WV, STATEWIDE

WAGE DETERMINATION NO: 05-2573 REV (02) AREA: WV, STATEWIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2574

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. : 2005-2573
 Revision No. : 2
 Date Of Revision: 12/08/2006

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence,
 Lewis, Magoffin, Martin, Pike
 Ohio Counties of Monroe, Morgan, Noble, Washington
 West Virginia - All Counties except : Berkeley, Jefferson
 Note: West Virginia include all counties except Berkeley and Jefferson counties.

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.96
01012 - Accounting Clerk II	18.04
01013 - Accounting Clerk III	20.19
01020 - Administrative Assistant	16.51
01040 - Court Reporter	18.66
01051 - Data Entry Operator I	10.87
01052 - Data Entry Operator II	12.18
01060 - Dispatcher, Motor Vehicle	14.02
01070 - Document Preparation Clerk	11.14
01090 - Duplicating Machine Operator	11.19
01111 - General Clerk I	10.56
01112 - General Clerk II	12.02
01113 - General Clerk III	13.50
01120 - Housing Referral Assistant	14.85
01141 - Messenger Courier	9.11
01191 - Order Clerk I	9.30
01192 - Order Clerk II	11.05
01261 - Personnel Assistant (Employment) I	12.32
01262 - Personnel Assistant (Employment) II	15.43
01263 - Personnel Assistant (Employment) III	17.34
01270 - Production Control Clerk	17.37
01280 - Receptionist	9.04
01290 - Rental Clerk	11.99
01300 - Scheduler, Maintenance	11.99
01311 - Secretary I	11.99
01312 - Secretary II	13.41
01313 - Secretary III	14.63
01320 - Service Order Dispatcher	13.19
01410 - Supply Technician	16.51
01420 - Survey Worker	13.41
01531 - Travel Clerk I	11.21
01532 - Travel Clerk II	11.96
01533 - Travel Clerk III	12.75

01611 - Word Processor I	11.19
01612 - Word Processor II	12.57
01613 - Word Processor III	14.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.24
05010 - Automotive Electrician	14.52
05040 - Automotive Glass Installer	14.02
05070 - Automotive Worker	14.02
05110 - Mobile Equipment Servicer	12.99
05130 - Motor Equipment Metal Mechanic	15.03
05160 - Motor Equipment Metal Worker	14.02
05190 - Motor Vehicle Mechanic	15.03
05220 - Motor Vehicle Mechanic Helper	12.44
05250 - Motor Vehicle Upholstery Worker	13.53
05280 - Motor Vehicle Wrecker	14.02
05310 - Painter, Automotive	14.52
05340 - Radiator Repair Specialist	14.02
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	15.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.39
07041 - Cook I	8.93
07042 - Cook II	9.66
07070 - Dishwasher	7.16
07130 - Food Service Worker	7.30
07210 - Meat Cutter	10.64
07260 - Waiter/Waitress	7.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.89
11060 - Elevator Operator	7.99
11090 - Gardener	10.47
11122 - Housekeeping Aide	8.43
11150 - Janitor	8.82
11210 - Laborer, Grounds Maintenance	8.46
11240 - Maid or Houseman	7.36
11260 - Pruner	7.79
11270 - Tractor Operator	9.68
11330 - Trail Maintenance Worker	8.46
11360 - Window Cleaner	9.25
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	13.66
12012 - Certified Occupational Therapist Assistant	16.01
12015 - Certified Physical Therapist Assistant	16.01
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	18.83
12030 - EKG Technician	16.90
12035 - Electroneurodiagnostic Technologist	16.90
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	12.18
12072 - Licensed Practical Nurse II	13.66
12073 - Licensed Practical Nurse III	15.23
12100 - Medical Assistant	9.93
12130 - Medical Laboratory Technician	13.45
12160 - Medical Record Clerk	10.77
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	11.38
12210 - Nuclear Medicine Technologist	24.30
12221 - Nursing Assistant I	8.76
12222 - Nursing Assistant II	9.86
12223 - Nursing Assistant III	10.75

12224 - Nursing Assistant IV	12.07
12235 - Optical Dispenser	13.58
12236 - Optical Technician	11.02
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.07
12305 - Radiologic Technologist	18.27
12311 - Registered Nurse I	18.78
12312 - Registered Nurse II	22.97
12313 - Registered Nurse II, Specialist	22.97
12314 - Registered Nurse III	27.79
12315 - Registered Nurse III, Anesthetist	27.79
12316 - Registered Nurse IV	33.32
12317 - Scheduler (Drug and Alcohol Testing)	15.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.13
13012 - Exhibits Specialist II	17.51
13013 - Exhibits Specialist III	21.41
13041 - Illustrator I	14.13
13042 - Illustrator II	17.51
13043 - Illustrator III	21.41
13047 - Librarian	19.38
13050 - Library Aide/Clerk	7.98
13054 - Library Information Technology Systems Administrator	18.16
13058 - Library Technician	13.41
13061 - Media Specialist I	12.24
13062 - Media Specialist II	13.69
13063 - Media Specialist III	15.26
13071 - Photographer I	13.50
13072 - Photographer II	15.10
13073 - Photographer III	18.70
13074 - Photographer IV	22.88
13075 - Photographer V	27.68
13110 - Video Teleconference Technician	12.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	11.65
14042 - Computer Operator II	13.03
14043 - Computer Operator III	14.52
14044 - Computer Operator IV	16.14
14045 - Computer Operator V	18.18
14071 - Computer Programmer I (1)	15.53
14072 - Computer Programmer II (1)	19.23
14073 - Computer Programmer III (1)	23.54
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.60
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	11.65
14160 - Personal Computer Support Technician	16.14
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	21.89
15020 - Aircrew Training Devices Instructor (Rated)	26.49
15030 - Air Crew Training Devices Instructor (Pilot)	29.14
15050 - Computer Based Training Specialist / Instructor	22.34
15060 - Educational Technologist	22.62
15070 - Flight Instructor (Pilot)	29.14
15080 - Graphic Artist	18.11
15090 - Technical Instructor	16.97
15095 - Technical Instructor/Course Developer	20.75
15110 - Test Proctor	13.69
15120 - Tutor	13.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.17
16030 - Counter Attendant	8.17
16040 - Dry Cleaner	10.36
16070 - Finisher, Flatwork, Machine	8.17
16090 - Presser, Hand	8.17
16110 - Presser, Machine, Drycleaning	8.17
16130 - Presser, Machine, Shirts	8.17

16160 - Presser, Machine, Wearing Apparel, Laundry	8.17
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.77
16250 - Washer, Machine	8.85
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.72
19040 - Tool And Die Maker	16.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.91
21030 - Material Coordinator	17.37
21040 - Material Expediter	17.37
21050 - Material Handling Laborer	9.37
21071 - Order Filler	10.71
21080 - Production Line Worker (Food Processing)	13.91
21110 - Shipping Packer	12.16
21130 - Shipping/Receiving Clerk	12.16
21140 - Store Worker I	10.51
21150 - Stock Clerk	14.12
21210 - Tools And Parts Attendant	13.91
21410 - Warehouse Specialist	13.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.52
23021 - Aircraft Mechanic I	20.59
23022 - Aircraft Mechanic II	21.52
23023 - Aircraft Mechanic III	22.25
23040 - Aircraft Mechanic Helper	16.95
23050 - Aircraft, Painter	17.81
23060 - Aircraft Servicer	18.41
23080 - Aircraft Worker	19.09
23110 - Appliance Mechanic	16.19
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	22.37
23130 - Carpenter, Maintenance	16.42
23140 - Carpet Layer	15.63
23160 - Electrician, Maintenance	19.70
23181 - Electronics Technician Maintenance I	12.72
23182 - Electronics Technician Maintenance II	20.25
23183 - Electronics Technician Maintenance III	21.24
23260 - Fabric Worker	14.98
23290 - Fire Alarm System Mechanic	17.53
23310 - Fire Extinguisher Repairer	15.15
23311 - Fuel Distribution System Mechanic	19.94
23312 - Fuel Distribution System Operator	15.50
23370 - General Maintenance Worker	15.63
23380 - Ground Support Equipment Mechanic	20.59
23381 - Ground Support Equipment Servicer	18.41
23382 - Ground Support Equipment Worker	19.09
23391 - Gunsmith I	13.84
23392 - Gunsmith II	15.85
23393 - Gunsmith III	17.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.98
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.75
23430 - Heavy Equipment Mechanic	17.42
23440 - Heavy Equipment Operator	17.05
23460 - Instrument Mechanic	17.86
23465 - Laboratory/Shelter Mechanic	16.87
23470 - Laborer	9.37
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	17.52
23580 - Maintenance Trades Helper	12.94
23591 - Metrology Technician I	17.86
23592 - Metrology Technician II	18.67
23593 - Metrology Technician III	19.30
23640 - Millwright	19.65
23710 - Office Appliance Repairer	17.02
23760 - Painter, Maintenance	16.84

23790 - Pipefitter, Maintenance	18.77
23810 - Plumber, Maintenance	18.12
23820 - Pneudraulic Systems Mechanic	17.86
23850 - Rigger	19.65
23870 - Scale Mechanic	16.34
23890 - Sheet-Metal Worker, Maintenance	18.48
23910 - Small Engine Mechanic	15.62
23931 - Telecommunications Mechanic I	18.44
23932 - Telecommunications Mechanic II	19.09
23950 - Telephone Lineman	18.44
23960 - Welder, Combination, Maintenance	17.70
23965 - Well Driller	17.53
23970 - Woodcraft Worker	17.86
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.14
24580 - Child Care Center Clerk	8.91
24610 - Chore Aide	6.98
24620 - Family Readiness And Support Services Coordinator	8.74
24630 - Homemaker	9.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.69
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	19.69
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	16.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.78
27007 - Baggage Inspector	8.69
27008 - Corrections Officer	13.37
27010 - Court Security Officer	14.79
27030 - Detection Dog Handler	9.72
27040 - Detention Officer	13.37
27070 - Firefighter	16.12
27101 - Guard I	8.69
27102 - Guard II	9.72
27131 - Police Officer I	16.15
27132 - Police Officer II	17.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	9.85
28043 - Carnival Equipment Worker	7.70
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	12.42
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	11.04
28630 - Sports Official	8.60
28690 - Swimming Pool Operator	11.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.21
29020 - Hatch Tender	15.21
29030 - Line Handler	15.21
29041 - Stevedore I	14.41
29042 - Stevedore II	15.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	16.95
30022 - Archeological Technician II	18.94
30023 - Archeological Technician III	23.48
30030 - Cartographic Technician	23.90
30040 - Civil Engineering Technician	17.60
30061 - Drafter/CAD Operator I	16.78
30062 - Drafter/CAD Operator II	20.47
30063 - Drafter/CAD Operator III	21.49
30064 - Drafter/CAD Operator IV	22.56

30081 - Engineering Technician I	14.25
30082 - Engineering Technician II	15.99
30083 - Engineering Technician III	19.55
30084 - Engineering Technician IV	23.78
30085 - Engineering Technician V	29.63
30086 - Engineering Technician VI	35.53
30090 - Environmental Technician	17.30
30210 - Laboratory Technician	16.81
30240 - Mathematical Technician	24.49
30361 - Paralegal/Legal Assistant I	15.19
30362 - Paralegal/Legal Assistant II	17.75
30363 - Paralegal/Legal Assistant III	21.73
30364 - Paralegal/Legal Assistant IV	26.29
30390 - Photo-Optics Technician	24.54
30461 - Technical Writer I	15.07
30462 - Technical Writer II	19.26
30463 - Technical Writer III	22.30
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	16.19
30621 - Weather Observer, Senior (3)	18.00
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.34
31030 - Bus Driver	11.47
31043 - Driver Courier	9.68
31260 - Parking and Lot Attendant	8.02
31290 - Shuttle Bus Driver	10.51
31310 - Taxi Driver	8.48
31361 - Truckdriver, Light	10.44
31362 - Truckdriver, Medium	12.63
31363 - Truckdriver, Heavy	14.06
31364 - Truckdriver, Tractor-Trailer	14.06
99000 - Miscellaneous Occupations	
99030 - Cashier	6.80
99050 - Desk Clerk	7.38
99095 - Embalmer	20.58
99251 - Laboratory Animal Caretaker I	7.97
99252 - Laboratory Animal Caretaker II	8.60
99310 - Mortician	24.27
99410 - Pest Controller	11.57
99510 - Photofinishing Worker	9.36
99710 - Recycling Laborer	10.66
99711 - Recycling Specialist	12.24
99730 - Refuse Collector	10.15
99810 - Sales Clerk	9.41
99820 - School Crossing Guard	8.76
99830 - Survey Party Chief	14.63
99831 - Surveying Aide	9.05
99832 - Surveying Technician	12.42
99840 - Vending Machine Attendant	10.64
99841 - Vending Machine Repairer	11.98
99842 - Vending Machine Repairer Helper	10.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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: 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) 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) **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.