

2. AMENDMENT/MODIFICATION NO. M084	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
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6. ISSUED BY U.S. Department of Energy Strategic Petroleum Reserve Project Management Office 900 Commerce Road, East New Orleans, LA 70123	7. ADMINISTERED BY (If other than Item 6) CODE
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP code) DynMcDermott Petroleum Operations Company 850 So. Clearview Parkway New Orleans, LA 70123	(v)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
		10A. MODIFICATION OF CONTRACT/ORDER NO.
		X DE-AC96-03PO92207
		10B. DATED (SEE ITEM 13)
		X January 28, 2003

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(v) A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.

B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriating date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).

X C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
FAR 52.222-41 Service Contract Act of 1965, As Amended (May 1989); DEAR 970.5204-2 Laws, Regulations & DOE/SPRPMO Directives, and Mutual Agreement of the parties

D. OTHER (Specify type of modification and authority)


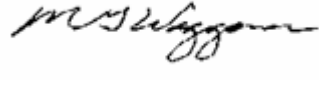
E. IMPORTANT: Contractor is not, is required to sign this document and return 1 copy to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

A. Reference Section I. Contract Clauses:
Contract Clauses have been revised to incorporate the changes to the Federal Acquisition Regulations through Federal Acquisition Circular 2005-24 and Acquisition Letter 2008-03 Revision 1 as delineated on page 2. (Revised Section I Table of Contents page I-3 attached)

B. Reference Section J. Appendix E – SERVICE CONTRACT ACT (SCA) WAGE DETERMINATIONS
The SCA Wage Determinations applicable to this contract for the period 04/01/08 through 03/31/09 are WD No. 2005-2231 Rev. 4 (Louisiana – Iberville Parish); WD No. 2005-2233 Rev. 4 (Louisiana - Jefferson Parish); WD No. 2005-2505 Rev. 5 (Louisiana–Cameron Parish and Texas–Jefferson County); and, WD No. 2005-2515 Rev. 4 (Texas – Brazoria County) (Revised Wage Determinations attached)

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Randy J. Sutton, Contracts Manager	16A. NAME AND TITLE OF CONTRACTING OFFICER (TYPE OR PRINT) M. G. Waggoner, Contracting Officer		
15B. CONTRACTOR/OFFEROR  <hr/> <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED 03/18/08	16B. UNITED STATES OF AMERICA  <hr/> BY <i>(Signature of Contracting Officer)</i>	16C. DATE SIGNED 3/19/08

NAME OF OFFEROR/CONTRACTOR **DYNMCDERMOTT PETROLEUM OPERATIONS COMPANY**

Section I – The following changes have been made in accordance with Federal Acquisition Circular 2005-24 and Acquisition Letter 2008-03 Revision 1.

Reference Clause I.44 –FAR 52.223-6 “Drug-Free Workplace” (May 2001) is deleted and replaced by DEAR 970.5223-4 “Workplace Substance Abuse Programs at DOE Sites” (DEC 2000)

Clause No.	FAR Reference	Title	Date
I.44	DEAR 970.5223-4	Workplace Substance Abuse Programs at DOE Sites	Dec 2000
I.56	FAR 52.230-6	Administration of Cost Accounting Standards	Mar 2008

As required by Acquisition Letter 2008-03 Revision 1: This is to advise you of changes in 10 CFR 707 which is invoked by DEAR 970.5223-4 and DOE Order O 350.1.

1) the definition of Testing Designated Positions (TDP) now includes all contractor personnel with security clearances; 2) the percent of personnel to be randomly tested on an annual basis has been decreased from 50% to 30%, and 3) a Workplace Substance Abuse Program plan or revision should be submitted within 30 days from the effective date of this modification. Applicants for TDPs are also subject to drug testing.

All other terms and conditions of the contract remain the same. The contract value remains \$1,163,482,950.

WD 05-2231 (Rev.-4) was first posted on www.wdol.gov on 06/05/2007

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.: 2005-2231
Revision No.: 4
Date Of Revision: 05/29/2007

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, West Baton Rouge, West Feliciana

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.93
01012 - Accounting Clerk II	14.83
01013 - Accounting Clerk III	16.50
01020 - Administrative Assistant	19.45
01040 - Court Reporter	20.01
01051 - Data Entry Operator I	10.95
01052 - Data Entry Operator II	12.45
01060 - Dispatcher, Motor Vehicle	15.28
01070 - Document Preparation Clerk	12.28
01090 - Duplicating Machine Operator	12.28
01111 - General Clerk I	10.42
01112 - General Clerk II	11.38
01113 - General Clerk III	12.76
01120 - Housing Referral Assistant	17.11
01141 - Messenger Courier	9.06
01191 - Order Clerk I	10.74
01192 - Order Clerk II	12.38
01261 - Personnel Assistant (Employment) I	13.39
01262 - Personnel Assistant (Employment) II	16.80
01263 - Personnel Assistant (Employment) III	17.38
01270 - Production Control Clerk	19.36
01280 - Receptionist	10.04
01290 - Rental Clerk	9.23
01300 - Scheduler, Maintenance	11.63
01311 - Secretary I	11.63
01312 - Secretary II	16.54
01313 - Secretary III	17.11
01320 - Service Order Dispatcher	10.62
01410 - Supply Technician	19.84
01420 - Survey Worker	13.28
01531 - Travel Clerk I	11.47
01532 - Travel Clerk II	12.17
01533 - Travel Clerk III	12.84
01611 - Word Processor I	11.20
01612 - Word Processor II	13.08
01613 - Word Processor III	15.30

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.96
05010 - Automotive Electrician	16.99
05040 - Automotive Glass Installer	16.05
05070 - Automotive Worker	16.05
05110 - Mobile Equipment Servicer	14.15
05130 - Motor Equipment Metal Mechanic	17.96
05160 - Motor Equipment Metal Worker	16.05
05190 - Motor Vehicle Mechanic	17.96
05220 - Motor Vehicle Mechanic Helper	14.15
05250 - Motor Vehicle Upholstery Worker	14.96
05280 - Motor Vehicle Wrecker	16.05
05310 - Painter, Automotive	16.99
05340 - Radiator Repair Specialist	16.05
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	17.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.65
07041 - Cook I	7.27
07042 - Cook II	8.63
07070 - Dishwasher	6.61
07130 - Food Service Worker	6.69
07210 - Meat Cutter	10.95
07260 - Waiter/Waitress	6.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.99
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.99
09090 - Furniture Refinisher Helper	12.73
09110 - Furniture Repairer, Minor	14.96
09130 - Upholsterer	16.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.83
11060 - Elevator Operator	8.03
11090 - Gardener	10.27
11122 - Housekeeping Aide	8.03
11150 - Janitor	7.98
11210 - Laborer, Grounds Maintenance	9.28
11240 - Maid or Houseman	7.03
11260 - Pruner	8.16
11270 - Tractor Operator	11.41
11330 - Trail Maintenance Worker	9.28
11360 - Window Cleaner	8.39
12000 - Health Occupations	
12010 - Ambulance Driver	14.59
12011 - Breath Alcohol Technician	15.55
12012 - Certified Occupational Therapist Assistant	21.33
12015 - Certified Physical Therapist Assistant	21.55
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	20.88
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.59
12071 - Licensed Practical Nurse I	13.86
12072 - Licensed Practical Nurse II	15.55
12073 - Licensed Practical Nurse III	17.40
12100 - Medical Assistant	10.72
12130 - Medical Laboratory Technician	14.64
12160 - Medical Record Clerk	12.04

12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.70
12210 - Nuclear Medicine Technologist	33.06
12221 - Nursing Assistant I	7.85
12222 - Nursing Assistant II	8.82
12223 - Nursing Assistant III	9.63
12224 - Nursing Assistant IV	10.80
12235 - Optical Dispenser	15.04
12236 - Optical Technician	13.39
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.13
12305 - Radiologic Technologist	20.78
12311 - Registered Nurse I	18.98
12312 - Registered Nurse II	23.23
12313 - Registered Nurse II, Specialist	23.23
12314 - Registered Nurse III	28.10
12315 - Registered Nurse III, Anesthetist	28.10
12316 - Registered Nurse IV	33.66
12317 - Scheduler (Drug and Alcohol Testing)	19.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.10
13012 - Exhibits Specialist II	18.23
13013 - Exhibits Specialist III	22.30
13041 - Illustrator I	13.22
13042 - Illustrator II	18.61
13043 - Illustrator III	22.76
13047 - Librarian	20.60
13050 - Library Aide/Clerk	11.96
13054 - Library Information Technology Systems Administrator	18.61
13058 - Library Technician	15.02
13061 - Media Specialist I	13.42
13062 - Media Specialist II	15.02
13063 - Media Specialist III	16.74
13071 - Photographer I	11.44
13072 - Photographer II	17.69
13073 - Photographer III	18.31
13074 - Photographer IV	21.64
13075 - Photographer V	26.19
13110 - Video Teleconference Technician	13.42
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.98
14042 - Computer Operator II	14.49
14043 - Computer Operator III	19.12
14044 - Computer Operator IV	21.27
14045 - Computer Operator V	23.54
14071 - Computer Programmer I (1)	16.67
14072 - Computer Programmer II (1)	19.43
14073 - Computer Programmer III (1)	23.76
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.61
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	13.17
14160 - Personal Computer Support Technician	21.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.07
15020 - Aircrew Training Devices Instructor (Rated)	30.33
15030 - Air Crew Training Devices Instructor (Pilot)	33.36
15050 - Computer Based Training Specialist / Instructor	23.84
15060 - Educational Technologist	21.42

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15070 - Flight Instructor (Pilot)	33.36
15080 - Graphic Artist	16.25
15090 - Technical Instructor	16.84
15095 - Technical Instructor/Course Developer	20.59
15110 - Test Proctor	16.71
15120 - Tutor	16.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.91
16030 - Counter Attendant	7.91
16040 - Dry Cleaner	10.10
16070 - Finisher, Flatwork, Machine	7.91
16090 - Presser, Hand	7.91
16110 - Presser, Machine, Drycleaning	7.91
16130 - Presser, Machine, Shirts	7.91
16160 - Presser, Machine, Wearing Apparel, Laundry	7.91
16190 - Sewing Machine Operator	10.84
16220 - Tailor	11.57
16250 - Washer, Machine	8.64
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.97
19040 - Tool And Die Maker	21.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.73
21030 - Material Coordinator	19.36
21040 - Material Expediter	19.36
21050 - Material Handling Laborer	10.79
21071 - Order Filler	11.55
21080 - Production Line Worker (Food Processing)	12.73
21110 - Shipping Packer	12.13
21130 - Shipping/Receiving Clerk	12.13
21140 - Store Worker I	8.39
21150 - Stock Clerk	12.77
21210 - Tools And Parts Attendant	12.73
21410 - Warehouse Specialist	12.73
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.75
23021 - Aircraft Mechanic I	19.76
23022 - Aircraft Mechanic II	20.75
23023 - Aircraft Mechanic III	21.79
23040 - Aircraft Mechanic Helper	14.00
23050 - Aircraft, Painter	18.69
23060 - Aircraft Servicer	16.46
23080 - Aircraft Worker	17.66
23110 - Appliance Mechanic	16.99
23120 - Bicycle Repairer	13.67
23125 - Cable Splicer	21.89
23130 - Carpenter, Maintenance	16.99
23140 - Carpet Layer	16.05
23160 - Electrician, Maintenance	19.88
23181 - Electronics Technician Maintenance I	19.06
23182 - Electronics Technician Maintenance II	22.73
23183 - Electronics Technician Maintenance III	24.00
23260 - Fabric Worker	14.96
23290 - Fire Alarm System Mechanic	18.31
23310 - Fire Extinguisher Repairer	14.15
23311 - Fuel Distribution System Mechanic	18.32
23312 - Fuel Distribution System Operator	14.43
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	19.76
23381 - Ground Support Equipment Servicer	16.46

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23382 - Ground Support Equipment Worker	17.66
23391 - Gunsmith I	13.51
23392 - Gunsmith II	15.91
23393 - Gunsmith III	18.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.96
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	18.86
23430 - Heavy Equipment Mechanic	18.07
23440 - Heavy Equipment Operator	17.96
23460 - Instrument Mechanic	19.65
23465 - Laboratory/Shelter Mechanic	17.10
23470 - Laborer	9.73
23510 - Locksmith	16.99
23530 - Machinery Maintenance Mechanic	19.68
23550 - Machinist, Maintenance	19.89
23580 - Maintenance Trades Helper	12.73
23591 - Metrology Technician I	19.65
23592 - Metrology Technician II	20.63
23593 - Metrology Technician III	21.66
23640 - Millwright	18.08
23710 - Office Appliance Repairer	17.34
23760 - Painter, Maintenance	16.99
23790 - Pipefitter, Maintenance	19.98
23810 - Plumber, Maintenance	18.89
23820 - Pneudraulic Systems Mechanic	18.31
23850 - Rigger	18.31
23870 - Scale Mechanic	16.05
23890 - Sheet-Metal Worker, Maintenance	18.05
23910 - Small Engine Mechanic	16.05
23931 - Telecommunications Mechanic I	20.24
23932 - Telecommunications Mechanic II	21.29
23950 - Telephone Lineman	18.67
23960 - Welder, Combination, Maintenance	17.96
23965 - Well Driller	18.31
23970 - Woodcraft Worker	18.31
23980 - Woodworker	15.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.60
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	7.66
24620 - Family Readiness And Support Services Coordinator	13.64
24630 - Homemaker	15.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.17
25040 - Sewage Plant Operator	16.99
25070 - Stationary Engineer	21.17
25190 - Ventilation Equipment Tender	13.64
25210 - Water Treatment Plant Operator	16.99
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.56
27007 - Baggage Inspector	11.13
27008 - Corrections Officer	13.54
27010 - Court Security Officer	13.57
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	13.54
27070 - Firefighter	13.13
27101 - Guard I	11.13
27102 - Guard II	13.12
27131 - Police Officer I	15.29
27132 - Police Officer II	17.00

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.62
28042 - Carnival Equipment Repairer	10.48
28043 - Carnival Equipment Worker	7.11
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	14.65
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	13.33
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.09
29020 - Hatch Tender	17.09
29030 - Line Handler	17.09
29041 - Stevedore I	15.92
29042 - Stevedore II	18.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	13.31
30022 - Archeological Technician II	15.51
30023 - Archeological Technician III	19.20
30030 - Cartographic Technician	19.20
30040 - Civil Engineering Technician	19.20
30061 - Drafter/CAD Operator I	13.31
30062 - Drafter/CAD Operator II	15.51
30063 - Drafter/CAD Operator III	18.12
30064 - Drafter/CAD Operator IV	21.79
30081 - Engineering Technician I	12.93
30082 - Engineering Technician II	14.51
30083 - Engineering Technician III	16.23
30084 - Engineering Technician IV	20.11
30085 - Engineering Technician V	24.60
30086 - Engineering Technician VI	29.76
30090 - Environmental Technician	17.30
30210 - Laboratory Technician	22.57
30240 - Mathematical Technician	19.20
30361 - Paralegal/Legal Assistant I	16.53
30362 - Paralegal/Legal Assistant II	19.43
30363 - Paralegal/Legal Assistant III	23.78
30364 - Paralegal/Legal Assistant IV	28.76
30390 - Photo-Optics Technician	19.20
30461 - Technical Writer I	20.24
30462 - Technical Writer II	24.75
30463 - Technical Writer III	29.94
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)	18.12
30621 - Weather Observer, Senior (3)	20.14
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.54
31030 - Bus Driver	17.28
31043 - Driver Courier	13.23
31260 - Parking and Lot Attendant	7.73

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31290 - Shuttle Bus Driver	13.23
31310 - Taxi Driver	8.19
31361 - Truckdriver, Light	13.23
31362 - Truckdriver, Medium	14.74
31363 - Truckdriver, Heavy	15.56
31364 - Truckdriver, Tractor-Trailer	15.56
99000 - Miscellaneous Occupations	
99030 - Cashier	7.85
99050 - Desk Clerk	9.60
99095 - Embalmer	20.02
99251 - Laboratory Animal Caretaker I	9.30
99252 - Laboratory Animal Caretaker II	9.77
99310 - Mortician	20.02
99410 - Pest Controller	10.96
99510 - Photofinishing Worker	10.86
99710 - Recycling Laborer	11.26
99711 - Recycling Specialist	12.02
99730 - Refuse Collector	10.72
99810 - Sales Clerk	10.32
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	19.50
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.74
99840 - Vending Machine Attendant	9.63
99841 - Vending Machine Repairer	12.12
99842 - Vending Machine Repairer Helper	9.63

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 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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) 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

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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.

WD 05-2233 (Rev.-4) was first posted on www.wdol.gov on 06/05/2007

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.: 2005-2233
Revision No.: 4
Date Of Revision: 05/29/2007

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John
The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.10
01012 - Accounting Clerk II	14.23
01013 - Accounting Clerk III	15.92
01020 - Administrative Assistant	21.77
01040 - Court Reporter	19.08
01051 - Data Entry Operator I	10.67
01052 - Data Entry Operator II	12.40
01060 - Dispatcher, Motor Vehicle	17.93
01070 - Document Preparation Clerk	11.90
01090 - Duplicating Machine Operator	11.90
01111 - General Clerk I	9.64
01112 - General Clerk II	10.52
01113 - General Clerk III	12.39
01120 - Housing Referral Assistant	18.40
01141 - Messenger Courier	11.01
01191 - Order Clerk I	10.67
01192 - Order Clerk II	12.70
01261 - Personnel Assistant (Employment) I	11.90
01262 - Personnel Assistant (Employment) II	15.43
01263 - Personnel Assistant (Employment) III	16.87
01270 - Production Control Clerk	18.25
01280 - Receptionist	8.99
01290 - Rental Clerk	12.40
01300 - Scheduler, Maintenance	14.76
01311 - Secretary I	14.76
01312 - Secretary II	16.39
01313 - Secretary III	18.40
01320 - Service Order Dispatcher	15.85
01410 - Supply Technician	21.63
01420 - Survey Worker	13.07
01531 - Travel Clerk I	11.47
01532 - Travel Clerk II	12.17
01533 - Travel Clerk III	12.84
01611 - Word Processor I	12.70
01612 - Word Processor II	15.07
01613 - Word Processor III	17.13

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.15
05010 - Automotive Electrician	16.73
05040 - Automotive Glass Installer	15.64
05070 - Automotive Worker	15.64
05110 - Mobile Equipment Servicer	13.45
05130 - Motor Equipment Metal Mechanic	17.68
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.37
05250 - Motor Vehicle Upholstery Worker	14.56
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter, Automotive	16.73
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	17.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.70
07041 - Cook I	9.77
07042 - Cook II	11.36
07070 - Dishwasher	7.55
07130 - Food Service Worker	7.00
07210 - Meat Cutter	11.36
07260 - Waiter/Waitress	7.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.81
09040 - Furniture Handler	10.80
09080 - Furniture Refinisher	14.81
09090 - Furniture Refinisher Helper	10.95
09110 - Furniture Repairer, Minor	12.89
09130 - Upholsterer	14.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.10
11060 - Elevator Operator	7.98
11090 - Gardener	10.50
11122 - Housekeeping Aide	8.91
11150 - Janitor	8.91
11210 - Laborer, Grounds Maintenance	9.07
11240 - Maid or Houseman	7.88
11260 - Pruner	7.98
11270 - Tractor Operator	10.12
11330 - Trail Maintenance Worker	9.08
11360 - Window Cleaner	9.99
12000 - Health Occupations	
12010 - Ambulance Driver	14.48
12011 - Breath Alcohol Technician	16.03
12012 - Certified Occupational Therapist Assistant	19.66
12015 - Certified Physical Therapist Assistant	19.66
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	13.76
12072 - Licensed Practical Nurse II	16.03
12073 - Licensed Practical Nurse III	17.47
12100 - Medical Assistant	10.53
12130 - Medical Laboratory Technician	17.46
12160 - Medical Record Clerk	13.28

12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	13.48
12210 - Nuclear Medicine Technologist	27.41
12221 - Nursing Assistant I	8.81
12222 - Nursing Assistant II	9.91
12223 - Nursing Assistant III	10.80
12224 - Nursing Assistant IV	12.12
12235 - Optical Dispenser	14.76
12236 - Optical Technician	12.46
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.12
12305 - Radiologic Technologist	21.60
12311 - Registered Nurse I	21.54
12312 - Registered Nurse II	28.94
12313 - Registered Nurse II, Specialist	29.79
12314 - Registered Nurse III	35.92
12315 - Registered Nurse III, Anesthetist	35.92
12316 - Registered Nurse IV	43.04
12317 - Scheduler (Drug and Alcohol Testing)	18.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.40
13012 - Exhibits Specialist II	22.61
13013 - Exhibits Specialist III	27.58
13041 - Illustrator I	18.40
13042 - Illustrator II	22.61
13043 - Illustrator III	27.58
13047 - Librarian	20.84
13050 - Library Aide/Clerk	12.09
13054 - Library Information Technology Systems Administrator	18.82
13058 - Library Technician	13.65
13061 - Media Specialist I	13.59
13062 - Media Specialist II	15.21
13063 - Media Specialist III	16.96
13071 - Photographer I	13.59
13072 - Photographer II	16.73
13073 - Photographer III	20.55
13074 - Photographer IV	25.07
13075 - Photographer V	30.40
13110 - Video Teleconference Technician	14.66
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.82
14042 - Computer Operator II	14.42
14043 - Computer Operator III	16.64
14044 - Computer Operator IV	18.47
14045 - Computer Operator V	20.49
14071 - Computer Programmer I (1)	20.65
14072 - Computer Programmer II (1)	22.72
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.56
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.82
14160 - Personal Computer Support Technician	18.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.02
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	25.56
15060 - Educational Technologist	19.67

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15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	19.58
15090 - Technical Instructor	17.26
15095 - Technical Instructor/Course Developer	21.10
15110 - Test Proctor	14.84
15120 - Tutor	13.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.91
16030 - Counter Attendant	7.91
16040 - Dry Cleaner	10.10
16070 - Finisher, Flatwork, Machine	7.91
16090 - Presser, Hand	7.91
16110 - Presser, Machine, Drycleaning	7.91
16130 - Presser, Machine, Shirts	7.91
16160 - Presser, Machine, Wearing Apparel, Laundry	7.91
16190 - Sewing Machine Operator	10.84
16220 - Tailor	11.57
16250 - Washer, Machine	8.64
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.80
19040 - Tool And Die Maker	20.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.56
21030 - Material Coordinator	18.25
21040 - Material Expediter	18.25
21050 - Material Handling Laborer	14.29
21071 - Order Filler	10.32
21080 - Production Line Worker (Food Processing)	13.56
21110 - Shipping Packer	11.87
21130 - Shipping/Receiving Clerk	11.87
21140 - Store Worker I	8.63
21150 - Stock Clerk	12.02
21210 - Tools And Parts Attendant	13.56
21410 - Warehouse Specialist	13.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.35
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.45
23040 - Aircraft Mechanic Helper	15.63
23050 - Aircraft, Painter	17.35
23060 - Aircraft Servicer	18.39
23080 - Aircraft Worker	19.78
23110 - Appliance Mechanic	15.53
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	19.92
23130 - Carpenter, Maintenance	15.77
23140 - Carpet Layer	14.97
23160 - Electrician, Maintenance	20.14
23181 - Electronics Technician Maintenance I	21.15
23182 - Electronics Technician Maintenance II	22.27
23183 - Electronics Technician Maintenance III	23.58
23260 - Fabric Worker	13.84
23290 - Fire Alarm System Mechanic	16.88
23310 - Fire Extinguisher Repairer	12.72
23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.07
23370 - General Maintenance Worker	14.42
23380 - Ground Support Equipment Mechanic	22.35
23381 - Ground Support Equipment Servicer	18.39

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23382	- Ground Support Equipment Worker	19.78
23391	- Gunsmith I	12.72
23392	- Gunsmith II	14.97
23393	- Gunsmith III	17.23
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.01
23411	- Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	18.35
23430	- Heavy Equipment Mechanic	17.86
23440	- Heavy Equipment Operator	16.88
23460	- Instrument Mechanic	18.82
23465	- Laboratory/Shelter Mechanic	16.09
23470	- Laborer	9.68
23510	- Locksmith	16.26
23530	- Machinery Maintenance Mechanic	20.93
23550	- Machinist, Maintenance	18.64
23580	- Maintenance Trades Helper	10.95
23591	- Metrology Technician I	18.82
23592	- Metrology Technician II	19.76
23593	- Metrology Technician III	20.75
23640	- Millwright	20.01
23710	- Office Appliance Repairer	17.35
23760	- Painter, Maintenance	16.92
23790	- Pipefitter, Maintenance	17.89
23810	- Plumber, Maintenance	16.92
23820	- Pneudraulic Systems Mechanic	17.23
23850	- Rigger	16.88
23870	- Scale Mechanic	14.97
23890	- Sheet-Metal Worker, Maintenance	16.88
23910	- Small Engine Mechanic	15.93
23931	- Telecommunications Mechanic I	20.95
23932	- Telecommunications Mechanic II	22.04
23950	- Telephone Lineman	20.06
23960	- Welder, Combination, Maintenance	16.88
23965	- Well Driller	17.23
23970	- Woodcraft Worker	17.23
23980	- Woodworker	13.99
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	8.82
24580	- Child Care Center Clerk	11.57
24610	- Chore Aide	7.11
24620	- Family Readiness And Support Services Coordinator	10.77
24630	- Homemaker	14.78
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	17.40
25040	- Sewage Plant Operator	14.81
25070	- Stationary Engineer	17.40
25190	- Ventilation Equipment Tender	11.70
25210	- Water Treatment Plant Operator	14.81
27000	- Protective Service Occupations	
27004	- Alarm Monitor	12.46
27007	- Baggage Inspector	8.68
27008	- Corrections Officer	10.87
27010	- Court Security Officer	13.48
27030	- Detection Dog Handler	12.46
27040	- Detention Officer	10.87
27070	- Firefighter	12.98
27101	- Guard I	8.68
27102	- Guard II	12.46
27131	- Police Officer I	16.21
27132	- Police Officer II	18.02

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.86
28042 - Carnival Equipment Repairer	10.73
28043 - Carnival Equipment Worker	7.24
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.20
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	14.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.85
29020 - Hatch Tender	18.07
29030 - Line Handler	18.07
29041 - Stevedore I	14.81
29042 - Stevedore II	17.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	14.70
30022 - Archeological Technician II	16.43
30023 - Archeological Technician III	20.35
30030 - Cartographic Technician	23.42
30040 - Civil Engineering Technician	21.48
30061 - Drafter/CAD Operator I	17.03
30062 - Drafter/CAD Operator II	19.46
30063 - Drafter/CAD Operator III	21.06
30064 - Drafter/CAD Operator IV	23.42
30081 - Engineering Technician I	15.87
30082 - Engineering Technician II	17.53
30083 - Engineering Technician III	19.69
30084 - Engineering Technician IV	23.86
30085 - Engineering Technician V	29.19
30086 - Engineering Technician VI	32.57
30090 - Environmental Technician	22.92
30210 - Laboratory Technician	21.81
30240 - Mathematical Technician	25.67
30361 - Paralegal/Legal Assistant I	17.05
30362 - Paralegal/Legal Assistant II	22.52
30363 - Paralegal/Legal Assistant III	27.56
30364 - Paralegal/Legal Assistant IV	33.36
30390 - Photo-Optics Technician	24.56
30461 - Technical Writer I	18.76
30462 - Technical Writer II	22.94
30463 - Technical Writer III	29.85
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)	17.81
30621 - Weather Observer, Senior (3)	19.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.00
31030 - Bus Driver	13.80
31043 - Driver Courier	12.64
31260 - Parking and Lot Attendant	7.29

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31290 - Shuttle Bus Driver	13.67
31310 - Taxi Driver	8.95
31361 - Truckdriver, Light	13.79
31362 - Truckdriver, Medium	15.10
31363 - Truckdriver, Heavy	15.01
31364 - Truckdriver, Tractor-Trailer	15.01
99000 - Miscellaneous Occupations	
99030 - Cashier	7.78
99050 - Desk Clerk	8.82
99095 - Embalmer	19.16
99251 - Laboratory Animal Caretaker I	8.23
99252 - Laboratory Animal Caretaker II	9.04
99310 - Mortician	24.13
99410 - Pest Controller	11.08
99510 - Photofinishing Worker	10.52
99710 - Recycling Laborer	11.54
99711 - Recycling Specialist	14.76
99730 - Refuse Collector	10.52
99810 - Sales Clerk	10.35
99820 - School Crossing Guard	8.87
99830 - Survey Party Chief	17.58
99831 - Surveying Aide	12.99
99832 - Surveying Technician	15.97
99840 - Vending Machine Attendant	11.07
99841 - Vending Machine Repairer	13.99
99842 - Vending Machine Repairer Helper	11.07

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 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)}

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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

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2505
Revision No.: 5
Date Of Revision: 07/19/2007

States: Louisiana, Texas
Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion
Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

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

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01040 - Court Reporter	19.22
01051 - Data Entry Operator I	10.38
01052 - Data Entry Operator II	13.25
01060 - Dispatcher, Motor Vehicle	15.92
01070 - Document Preparation Clerk	12.12
01090 - Duplicating Machine Operator	12.12
01111 - General Clerk I	10.93
01112 - General Clerk II	14.23
01113 - General Clerk III	14.98
01120 - Housing Referral Assistant	17.88
01141 - Messenger Courier	8.90
01191 - Order Clerk I	10.01
01192 - Order Clerk II	10.93
01261 - Personnel Assistant (Employment) I	14.60
01262 - Personnel Assistant (Employment) II	17.07
01263 - Personnel Assistant (Employment) III	19.89
01270 - Production Control Clerk	20.78
01280 - Receptionist	9.25
01290 - Rental Clerk	10.66
01300 - Scheduler, Maintenance	11.11
01311 - Secretary I	11.11
01312 - Secretary II	15.35
01313 - Secretary III	17.88
01320 - Service Order Dispatcher	11.52
01410 - Supply Technician	17.56
01420 - Survey Worker	14.73
01531 - Travel Clerk I	10.08
01532 - Travel Clerk II	10.95
01533 - Travel Clerk III	11.78
01611 - Word Processor I	12.02
01612 - Word Processor II	14.58
01613 - Word Processor III	18.63

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.75
05010 - Automotive Electrician	20.77
05040 - Automotive Glass Installer	19.85
05070 - Automotive Worker	19.85
05110 - Mobile Equipment Servicer	16.65
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.85
05190 - Motor Vehicle Mechanic	20.16
05220 - Motor Vehicle Mechanic Helper	15.67
05250 - Motor Vehicle Upholstery Worker	18.86
05280 - Motor Vehicle Wrecker	19.85
05310 - Painter, Automotive	19.25
05340 - Radiator Repair Specialist	19.85
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	21.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.18
07041 - Cook I	8.89
07042 - Cook II	10.18
07070 - Dishwasher	6.98
07130 - Food Service Worker	7.07
07210 - Meat Cutter	12.27
07260 - Waiter/Waitress	7.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	17.48
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.45
11060 - Elevator Operator	7.86
11090 - Gardener	12.36
11122 - Housekeeping Aide	8.12
11150 - Janitor	7.87
11210 - Laborer, Grounds Maintenance	9.10
11240 - Maid or Houseman	6.95
11260 - Pruner	7.00
11270 - Tractor Operator	10.45
11330 - Trail Maintenance Worker	9.10
11360 - Window Cleaner	8.79
12000 - Health Occupations	
12010 - Ambulance Driver	13.58
12011 - Breath Alcohol Technician	14.94
12012 - Certified Occupational Therapist Assistant	17.79
12015 - Certified Physical Therapist Assistant	16.25
12020 - Dental Assistant	12.92
12025 - Dental Hygienist	25.11
12030 - EKG Technician	22.43
12035 - Electroneurodiagnostic Technologist	22.43
12040 - Emergency Medical Technician	13.58
12071 - Licensed Practical Nurse I	13.13
12072 - Licensed Practical Nurse II	14.75
12073 - Licensed Practical Nurse III	16.50
12100 - Medical Assistant	11.56
12130 - Medical Laboratory Technician	14.04
12160 - Medical Record Clerk	11.12

12190 - Medical Record Technician	14.56
12195 - Medical Transcriptionist	12.72
12210 - Nuclear Medicine Technologist	31.44
12221 - Nursing Assistant I	8.67
12222 - Nursing Assistant II	9.75
12223 - Nursing Assistant III	10.64
12224 - Nursing Assistant IV	11.94
12235 - Optical Dispenser	10.52
12236 - Optical Technician	8.53
12250 - Pharmacy Technician	13.10
12280 - Phlebotomist	12.91
12305 - Radiologic Technologist	17.71
12311 - Registered Nurse I	19.73
12312 - Registered Nurse II	24.14
12313 - Registered Nurse II, Specialist	24.14
12314 - Registered Nurse III	29.20
12315 - Registered Nurse III, Anesthetist	29.20
12316 - Registered Nurse IV	35.01
12317 - Scheduler (Drug and Alcohol Testing)	18.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	22.57
13013 - Exhibits Specialist III	23.71
13041 - Illustrator I	19.15
13042 - Illustrator II	22.57
13043 - Illustrator III	23.71
13047 - Librarian	21.13
13050 - Library Aide/Clerk	10.69
13054 - Library Information Technology Systems Administrator	20.94
13058 - Library Technician	11.80
13061 - Media Specialist I	12.90
13062 - Media Specialist II	12.98
13063 - Media Specialist III	14.47
13071 - Photographer I	13.59
13072 - Photographer II	18.46
13073 - Photographer III	21.75
13074 - Photographer IV	22.85
13075 - Photographer V	24.45
13110 - Video Teleconference Technician	14.23
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.75
14042 - Computer Operator II	16.05
14043 - Computer Operator III	20.24
14044 - Computer Operator IV	22.65
14045 - Computer Operator V	25.15
14071 - Computer Programmer I (1)	19.75
14072 - Computer Programmer II (1)	25.21
14073 - Computer Programmer III (1)	27.07
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	14.93
14160 - Personal Computer Support Technician	23.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.31
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	27.31
15060 - Educational Technologist	28.44

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15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	19.41
15090 - Technical Instructor	19.14
15095 - Technical Instructor/Course Developer	23.52
15110 - Test Proctor	15.44
15120 - Tutor	15.44
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.19
16030 - Counter Attendant	7.19
16040 - Dry Cleaner	9.17
16070 - Finisher, Flatwork, Machine	7.19
16090 - Presser, Hand	7.19
16110 - Presser, Machine, Drycleaning	7.19
16130 - Presser, Machine, Shirts	7.19
16160 - Presser, Machine, Wearing Apparel, Laundry	7.19
16190 - Sewing Machine Operator	9.75
16220 - Tailor	10.32
16250 - Washer, Machine	8.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.18
19040 - Tool And Die Maker	25.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	19.40
21040 - Material Expediter	19.40
21050 - Material Handling Laborer	10.34
21071 - Order Filler	10.02
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	12.69
21130 - Shipping/Receiving Clerk	12.69
21140 - Store Worker I	9.89
21150 - Stock Clerk	14.40
21210 - Tools And Parts Attendant	15.40
21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.68
23021 - Aircraft Mechanic I	20.16
23022 - Aircraft Mechanic II	21.68
23023 - Aircraft Mechanic III	22.22
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft, Painter	19.25
23060 - Aircraft Servicer	17.48
23080 - Aircraft Worker	18.40
23110 - Appliance Mechanic	19.25
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	20.16
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	18.40
23160 - Electrician, Maintenance	21.02
23181 - Electronics Technician Maintenance I	17.26
23182 - Electronics Technician Maintenance II	25.95
23183 - Electronics Technician Maintenance III	27.00
23260 - Fabric Worker	17.48
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	20.16
23312 - Fuel Distribution System Operator	16.24
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	20.16
23381 - Ground Support Equipment Servicer	17.48

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23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	13.86
23392 - Gunsmith II	16.43
23393 - Gunsmith III	18.60
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.16
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	21.33
23430 - Heavy Equipment Mechanic	20.16
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	20.16
23465 - Laboratory/Shelter Mechanic	19.10
23470 - Laborer	10.34
23510 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	23.85
23550 - Machinist, Maintenance	21.67
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	20.16
23592 - Metrology Technician II	21.19
23593 - Metrology Technician III	22.23
23640 - Millwright	20.16
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	23.57
23810 - Plumber, Maintenance	20.89
23820 - Pneudraulic Systems Mechanic	20.16
23850 - Rigger	20.16
23870 - Scale Mechanic	18.40
23890 - Sheet-Metal Worker, Maintenance	20.16
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	20.50
23932 - Telecommunications Mechanic II	21.39
23950 - Telephone Lineman	20.93
23960 - Welder, Combination, Maintenance	20.16
23965 - Well Driller	20.16
23970 - Woodcraft Worker	20.16
23980 - Woodworker	16.69
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.41
24580 - Child Care Center Clerk	11.75
24610 - Chore Aide	6.45
24620 - Family Readiness And Support Services Coordinator	9.63
24630 - Homemaker	13.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.75
27007 - Baggage Inspector	9.82
27008 - Corrections Officer	15.26
27010 - Court Security Officer	17.90
27030 - Detection Dog Handler	12.69
27040 - Detention Officer	15.26
27070 - Firefighter	19.10
27101 - Guard I	9.82
27102 - Guard II	12.69
27131 - Police Officer I	19.34
27132 - Police Officer II	21.48

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.73
28042 - Carnival Equipment Repairer	10.33
28043 - Carnival Equipment Worker	6.85
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	14.75
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.04
28630 - Sports Official	15.00
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.64
29020 - Hatch Tender	15.64
29030 - Line Handler	15.64
29041 - Stevedore I	14.91
29042 - Stevedore II	16.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	35.18
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.26
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.71
30021 - Archeological Technician I	16.60
30022 - Archeological Technician II	19.15
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	24.06
30061 - Drafter/CAD Operator I	15.97
30062 - Drafter/CAD Operator II	19.15
30063 - Drafter/CAD Operator III	20.70
30064 - Drafter/CAD Operator IV	24.83
30081 - Engineering Technician I	13.52
30082 - Engineering Technician II	16.74
30083 - Engineering Technician III	20.60
30084 - Engineering Technician IV	25.52
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	33.11
30090 - Environmental Technician	20.75
30210 - Laboratory Technician	24.94
30240 - Mathematical Technician	25.52
30361 - Paralegal/Legal Assistant I	16.53
30362 - Paralegal/Legal Assistant II	21.24
30363 - Paralegal/Legal Assistant III	26.00
30364 - Paralegal/Legal Assistant IV	31.44
30390 - Photo-Optics Technician	24.22
30461 - Technical Writer I	22.38
30462 - Technical Writer II	27.39
30463 - Technical Writer III	28.51
30491 - Unexploded Ordnance (UXO) Technician I	22.35
30492 - Unexploded Ordnance (UXO) Technician II	27.05
30493 - Unexploded Ordnance (UXO) Technician III	32.42
30494 - Unexploded (UXO) Safety Escort	24.12
30495 - Unexploded (UXO) Sweep Personnel	24.12
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	15.42
30621 - Weather Observer, Senior (2)	20.51
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	7.25
31030 - Bus Driver	11.50
31043 - Driver Courier	10.98
31260 - Parking and Lot Attendant	7.48

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31290 - Shuttle Bus Driver	11.93
31310 - Taxi Driver	8.44
31361 - Truckdriver, Light	11.93
31362 - Truckdriver, Medium	12.82
31363 - Truckdriver, Heavy	14.37
31364 - Truckdriver, Tractor-Trailer	14.37
99000 - Miscellaneous Occupations	
99030 - Cashier	7.69
99050 - Desk Clerk	9.41
99095 - Embalmer	24.59
99251 - Laboratory Animal Caretaker I	9.65
99252 - Laboratory Animal Caretaker II	10.67
99310 - Mortician	25.40
99410 - Pest Controller	13.95
99510 - Photofinishing Worker	11.01
99710 - Recycling Laborer	12.40
99711 - Recycling Specialist	13.59
99730 - Refuse Collector	11.86
99810 - Sales Clerk	9.91
99820 - School Crossing Guard	9.02
99830 - Survey Party Chief	21.26
99831 - Surveying Aide	12.10
99832 - Surveying Technician	15.87
99840 - Vending Machine Attendant	10.75
99841 - Vending Machine Repairer	13.55
99842 - Vending Machine Repairer Helper	10.75

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 5 years, 4 weeks after 15 years, and 5 weeks 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 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) 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.

WD 05-2515 (Rev.-4) was first posted on www.wdol.gov on 08/21/2007

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.: 2005-2515
Revision No.: 4
Date Of Revision: 08/16/2007

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.67
01012 - Accounting Clerk II	15.35
01013 - Accounting Clerk III	17.17
01020 - Administrative Assistant	22.95
01040 - Court Reporter	19.81
01051 - Data Entry Operator I	11.67
01052 - Data Entry Operator II	14.32
01060 - Dispatcher, Motor Vehicle	15.40
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	10.80
01112 - General Clerk II	12.97
01113 - General Clerk III	14.88
01120 - Housing Referral Assistant	20.55
01141 - Messenger Courier	11.95
01191 - Order Clerk I	13.42
01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	13.79
01262 - Personnel Assistant (Employment) II	16.50
01263 - Personnel Assistant (Employment) III	17.63
01270 - Production Control Clerk	18.50
01280 - Receptionist	10.93
01290 - Rental Clerk	14.34
01300 - Scheduler, Maintenance	15.92
01311 - Secretary I	15.92
01312 - Secretary II	17.73
01313 - Secretary III	20.55
01320 - Service Order Dispatcher	14.63
01410 - Supply Technician	22.95
01420 - Survey Worker	15.53
01531 - Travel Clerk I	12.62
01532 - Travel Clerk II	13.60
01533 - Travel Clerk III	14.54
01611 - Word Processor I	11.45
01612 - Word Processor II	14.09
01613 - Word Processor III	16.27

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.80
05010 - Automotive Electrician	22.66
05040 - Automotive Glass Installer	21.68
05070 - Automotive Worker	20.91
05110 - Mobile Equipment Servicer	19.27
05130 - Motor Equipment Metal Mechanic	24.53
05160 - Motor Equipment Metal Worker	20.91
05190 - Motor Vehicle Mechanic	24.53
05220 - Motor Vehicle Mechanic Helper	18.48
05250 - Motor Vehicle Upholstery Worker	19.84
05280 - Motor Vehicle Wrecker	20.91
05310 - Painter, Automotive	22.66
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.04
07041 - Cook I	8.65
07042 - Cook II	9.89
07070 - Dishwasher	8.11
07130 - Food Service Worker	8.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	11.74
09080 - Furniture Refinisher	16.09
09090 - Furniture Refinisher Helper	13.74
09110 - Furniture Repairer, Minor	15.29
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.12
11060 - Elevator Operator	8.17
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.17
11150 - Janitor	8.17
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.27
11260 - Pruner	8.99
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	8.92
12000 - Health Occupations	
12010 - Ambulance Driver	12.93
12011 - Breath Alcohol Technician	14.22
12012 - Certified Occupational Therapist Assistant	19.58
12015 - Certified Physical Therapist Assistant	20.35
12020 - Dental Assistant	14.22
12025 - Dental Hygienist	31.31
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.22
12071 - Licensed Practical Nurse I	17.13
12072 - Licensed Practical Nurse II	19.22
12073 - Licensed Practical Nurse III	20.69
12100 - Medical Assistant	12.40
12130 - Medical Laboratory Technician	13.94
12160 - Medical Record Clerk	13.21

12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	15.48
12210 - Nuclear Medicine Technologist	29.04
12221 - Nursing Assistant I	7.08
12222 - Nursing Assistant II	9.82
12223 - Nursing Assistant III	10.62
12224 - Nursing Assistant IV	12.40
12235 - Optical Dispenser	15.26
12236 - Optical Technician	13.90
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	24.27
12311 - Registered Nurse I	26.96
12312 - Registered Nurse II	30.20
12313 - Registered Nurse II, Specialist	32.08
12314 - Registered Nurse III	39.31
12315 - Registered Nurse III, Anesthetist	39.31
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	19.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	17.60
13042 - Illustrator II	22.56
13043 - Illustrator III	26.40
13047 - Librarian	24.26
13050 - Library Aide/Clerk	9.89
13054 - Library Information Technology Systems Administrator	21.90
13058 - Library Technician	13.25
13061 - Media Specialist I	15.81
13062 - Media Specialist II	17.69
13063 - Media Specialist III	19.71
13071 - Photographer I	13.93
13072 - Photographer II	17.60
13073 - Photographer III	22.56
13074 - Photographer IV	26.40
13075 - Photographer V	30.06
13110 - Video Teleconference Technician	13.83
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.50
14042 - Computer Operator II	17.34
14043 - Computer Operator III	19.32
14044 - Computer Operator IV	22.60
14045 - Computer Operator V	23.90
14071 - Computer Programmer I (1)	21.12
14072 - Computer Programmer II (1)	26.16
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.41
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.50
14160 - Personal Computer Support Technician	22.60
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.33
15020 - Aircrew Training Devices Instructor (Rated)	33.08
15030 - Air Crew Training Devices Instructor (Pilot)	39.27
15050 - Computer Based Training Specialist / Instructor	25.70
15060 - Educational Technologist	29.02

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15070	- Flight Instructor (Pilot)	39.27
15080	- Graphic Artist	23.11
15090	- Technical Instructor	20.19
15095	- Technical Instructor/Course Developer	24.70
15110	- Test Proctor	17.73
15120	- Tutor	17.73
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.71
16030	- Counter Attendant	8.71
16040	- Dry Cleaner	9.90
16070	- Finisher, Flatwork, Machine	8.71
16090	- Presser, Hand	8.71
16110	- Presser, Machine, Drycleaning	8.71
16130	- Presser, Machine, Shirts	8.71
16160	- Presser, Machine, Wearing Apparel, Laundry	8.71
16190	- Sewing Machine Operator	11.85
16220	- Tailor	12.74
16250	- Washer, Machine	9.56
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	16.65
19040	- Tool And Die Maker	19.20
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	12.84
21030	- Material Coordinator	18.50
21040	- Material Expediter	18.50
21050	- Material Handling Laborer	12.26
21071	- Order Filler	10.94
21080	- Production Line Worker (Food Processing)	12.84
21110	- Shipping Packer	13.31
21130	- Shipping/Receiving Clerk	13.31
21140	- Store Worker I	9.57
21150	- Stock Clerk	13.57
21210	- Tools And Parts Attendant	13.58
21410	- Warehouse Specialist	12.84
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	28.07
23021	- Aircraft Mechanic I	26.73
23022	- Aircraft Mechanic II	28.07
23023	- Aircraft Mechanic III	29.47
23040	- Aircraft Mechanic Helper	20.93
23050	- Aircraft, Painter	22.17
23060	- Aircraft Servicer	23.28
23080	- Aircraft Worker	24.53
23110	- Appliance Mechanic	17.26
23120	- Bicycle Repairer	13.91
23125	- Cable Splicer	23.93
23130	- Carpenter, Maintenance	18.58
23140	- Carpet Layer	16.21
23160	- Electrician, Maintenance	26.51
23181	- Electronics Technician Maintenance I	19.25
23182	- Electronics Technician Maintenance II	23.19
23183	- Electronics Technician Maintenance III	24.38
23260	- Fabric Worker	15.00
23290	- Fire Alarm System Mechanic	18.14
23310	- Fire Extinguisher Repairer	14.40
23311	- Fuel Distribution System Mechanic	19.17
23312	- Fuel Distribution System Operator	16.33
23370	- General Maintenance Worker	15.46
23380	- Ground Support Equipment Mechanic	26.73
23381	- Ground Support Equipment Servicer	23.28

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23382 - Ground Support Equipment Worker	24.53
23391 - Gunsmith I	14.03
23392 - Gunsmith II	16.21
23393 - Gunsmith III	18.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.06
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	20.93
23430 - Heavy Equipment Mechanic	17.59
23440 - Heavy Equipment Operator	18.14
23460 - Instrument Mechanic	19.44
23465 - Laboratory/Shelter Mechanic	17.26
23470 - Laborer	10.97
23510 - Locksmith	17.26
23530 - Machinery Maintenance Mechanic	20.81
23550 - Machinist, Maintenance	20.16
23580 - Maintenance Trades Helper	13.58
23591 - Metrology Technician I	19.44
23592 - Metrology Technician II	20.28
23593 - Metrology Technician III	21.14
23640 - Millwright	20.25
23710 - Office Appliance Repairer	17.26
23760 - Painter, Maintenance	17.26
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.87
23820 - Pneudraulic Systems Mechanic	18.14
23850 - Rigger	19.44
23870 - Scale Mechanic	16.03
23890 - Sheet-Metal Worker, Maintenance	18.14
23910 - Small Engine Mechanic	16.21
23931 - Telecommunications Mechanic I	23.20
23932 - Telecommunications Mechanic II	24.23
23950 - Telephone Lineman	23.20
23960 - Welder, Combination, Maintenance	17.43
23965 - Well Driller	18.14
23970 - Woodcraft Worker	18.14
23980 - Woodworker	12.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.06
24610 - Chore Aide	6.54
24620 - Family Readiness And Support Services Coordinator	11.09
24630 - Homemaker	15.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.14
25040 - Sewage Plant Operator	17.00
25070 - Stationary Engineer	21.14
25190 - Ventilation Equipment Tender	14.33
25210 - Water Treatment Plant Operator	16.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.82
27007 - Baggage Inspector	10.14
27008 - Corrections Officer	18.04
27010 - Court Security Officer	18.04
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	18.04
27070 - Firefighter	17.90
27101 - Guard I	10.14
27102 - Guard II	17.90
27131 - Police Officer I	23.33
27132 - Police Officer II	25.99

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.69
28042 - Carnival Equipment Repairer	11.24
28043 - Carnival Equipment Worker	8.25
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	15.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.78
29020 - Hatch Tender	17.78
29030 - Line Handler	17.78
29041 - Stevedore I	16.63
29042 - Stevedore II	18.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	37.08
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.57
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	28.15
30021 - Archeological Technician I	19.34
30022 - Archeological Technician II	23.15
30023 - Archeological Technician III	28.91
30030 - Cartographic Technician	28.67
30040 - Civil Engineering Technician	27.30
30061 - Drafter/CAD Operator I	19.18
30062 - Drafter/CAD Operator II	23.15
30063 - Drafter/CAD Operator III	25.80
30064 - Drafter/CAD Operator IV	29.47
30081 - Engineering Technician I	16.59
30082 - Engineering Technician II	20.41
30083 - Engineering Technician III	22.83
30084 - Engineering Technician IV	28.28
30085 - Engineering Technician V	36.15
30086 - Engineering Technician VI	41.85
30090 - Environmental Technician	27.24
30210 - Laboratory Technician	23.55
30240 - Mathematical Technician	28.67
30361 - Paralegal/Legal Assistant I	18.13
30362 - Paralegal/Legal Assistant II	22.46
30363 - Paralegal/Legal Assistant III	27.47
30364 - Paralegal/Legal Assistant IV	32.55
30390 - Photo-Optics Technician	28.67
30461 - Technical Writer I	20.79
30462 - Technical Writer II	25.43
30463 - Technical Writer III	29.06
30491 - Unexploded Ordnance (UXO) Technician I	23.56
30492 - Unexploded Ordnance (UXO) Technician II	28.51
30493 - Unexploded Ordnance (UXO) Technician III	34.42
30494 - Unexploded (UXO) Safety Escort	23.56
30495 - Unexploded (UXO) Sweep Personnel	23.56
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	21.77
30621 - Weather Observer, Senior (3)	26.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.16
31030 - Bus Driver	15.48
31043 - Driver Courier	12.46
31260 - Parking and Lot Attendant	8.34

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31290 - Shuttle Bus Driver	13.58
31310 - Taxi Driver	9.54
31361 - Truckdriver, Light	13.58
31362 - Truckdriver, Medium	16.87
31363 - Truckdriver, Heavy	18.03
31364 - Truckdriver, Tractor-Trailer	18.03
99000 - Miscellaneous Occupations	
99030 - Cashier	9.10
99050 - Desk Clerk	10.65
99095 - Embalmer	21.55
99251 - Laboratory Animal Caretaker I	9.03
99252 - Laboratory Animal Caretaker II½ i½	10.11
99310 - Mortician	24.04
99410 - Pest Controller	13.78
99510 - Photofinishing Worker	10.43
99710 - Recycling Laborer	12.36
99711 - Recycling Specialist	15.07
99730 - Refuse Collector	11.03
99810 - Sales Clerk	11.41
99820 - School Crossing Guard	8.29
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	10.91
99841 - Vending Machine Repairer	13.10
99842 - Vending Machine Repairer Helper	11.19

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 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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) 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.

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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.

I.38	FAR 52.222-37	EMPLOYMENT REPORTS ON SPECIAL DISABLED VETERANS, VETERANS OF THE VIETNAM ERA, AND OTHER ELIGIBLE VETERANS (SEPT 2006)	None
I.39	FAR 52.222-38	COMPLIANCE WITH VETERANS' EMPLOYMENT REPORTING REQUIREMENTS (DEC 2001)	None
I.40	FAR 52.222-41	SERVICE CONTRACT ACT OF 1965, AS AMENDED (NOV 2007)	None
I.41	FAR 52.225-9	BUY AMERICAN ACT – CONSTRUCTION MATERIALS (JAN 2005)	Paragraph (b) (2): None
I.42	FAR 52.223-3	HAZARDOUS MATERIAL IDENTIFICATION AND MATERIAL SAFETY DATA (JAN 1997) ALTERNATE I (JUL 1995)	As Required
I.43	FAR 52.223-5	POLLUTION PREVENTION AND RIGHT-TO-KNOW INFORMATION ((AUG 2003)	None
I.44	DEAR 970.5223-4	WORKPLACE SUBSTANCE ABUSE PROGRAMS AT DOE SITES (DEC 2000)	None
I.45	FAR 52.223-10	WASTE REDUCTION PROGRAM (AUG 2000)	None
I.46	FAR 52.223-11	OZONE-DEPLETING SUBSTANCES (MAY 2001)	None
I.47	FAR 52.223-12	REFRIGERATOR EQUIPMENT AND AIR CONDITIONERS (MAY 1995)	None
I.48	FAR 52.223-14	TOXIC CHEMICAL RELEASE REPORTING (AUG 2003)	None
I.49	FAR 52.224-1	PRIVACY ACT NOTIFICATION (APR 1984)	None
I.50	FAR 52.224-2	PRIVACY ACT (APR 1984)	None
I.51	FAR 52.225-1	BUY AMERICAN ACT - SUPPLIES (JUN 2003)	None
I.52	FAR 52.225-13	RESTRICTIONS ON CERTAIN FOREIGN PURCHASES (FEB 2006)	None
I.53	FAR 52.226-1	UTILIZATION OF INDIAN ORGANIZATIONS AND INDIAN-OWNED ECONOMIC ENTERPRISES (JUN 2000)	None
I.54	FAR 52.227-23	RIGHTS TO PROPOSAL DATA (TECHNICAL) (JUN 1987)	(All of Volumes II and III), (August 9, 2002)
I.55	FAR 52.230-2	COST ACCOUNTING STANDARDS (APR 1998)	None
I.56	FAR 52.230-6	ADMINISTRATION OF COST ACCOUNTING STANDARDS (MAR 2008)	None
I.57	FAR 52.232-17	INTEREST (JUN 1996)	None