

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-4093
 Daniel W. Simms | Division of | Revision No.: 16
 Director | Wage Determinations | Date Of Last Revision: 07/21/2021

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Applicable in the state of Connecticut as follows:

TOLLAND COUNTY - Somers town

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.79
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		28.64
01035 - Court Reporter		20.43
01041 - Customer Service Representative I		15.11
01042 - Customer Service Representative II		16.98
01043 - Customer Service Representative III		18.54
01051 - Data Entry Operator I		18.05
01052 - Data Entry Operator II		19.70
01060 - Dispatcher, Motor Vehicle		21.62
01070 - Document Preparation Clerk		18.44
01090 - Duplicating Machine Operator		18.44
01111 - General Clerk I		15.19
01112 - General Clerk II		16.58
01113 - General Clerk III		18.61
01120 - Housing Referral Assistant		22.78
01141 - Messenger Courier		16.30

01191 - Order Clerk I	18.35
01192 - Order Clerk II	20.02
01261 - Personnel Assistant (Employment) I	18.40
01262 - Personnel Assistant (Employment) II	20.62
01263 - Personnel Assistant (Employment) III	22.98
01270 - Production Control Clerk	26.01
01290 - Rental Clerk	15.52
01300 - Scheduler, Maintenance	18.26
01311 - Secretary I	18.26
01312 - Secretary II	20.43
01313 - Secretary III	22.78
01320 - Service Order Dispatcher	19.35
01410 - Supply Technician	28.64
01420 - Survey Worker	18.92
01460 - Switchboard Operator/Receptionist	15.22
01531 - Travel Clerk I	14.91
01532 - Travel Clerk II	16.26
01533 - Travel Clerk III	17.68
01611 - Word Processor I	17.67
01612 - Word Processor II	19.85
01613 - Word Processor III	22.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.70
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.90
05070 - Automotive Worker	21.90
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.27
05160 - Motor Equipment Metal Worker	21.90
05190 - Motor Vehicle Mechanic	21.30
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.90
05310 - Painter, Automotive	20.38
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.75
07041 - Cook I	18.11
07042 - Cook II	19.80
07070 - Dishwasher	13.60
07130 - Food Service Worker	14.77
07210 - Meat Cutter	22.25
07260 - Waiter/Waitress	14.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.20
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.20
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.63

11060 - Elevator Operator	16.43
11090 - Gardener	21.68
11122 - Housekeeping Aide	16.43
11150 - Janitor	16.43
11210 - Laborer, Grounds Maintenance	17.79
11240 - Maid or Houseman	14.07
11260 - Pruner	16.21
11270 - Tractor Operator	20.47
11330 - Trail Maintenance Worker	17.79
11360 - Window Cleaner	18.03
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	25.40
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	29.82
12020 - Dental Assistant	21.80
12025 - Dental Hygienist	41.49
12030 - EKG Technician	28.97
12035 - Electroneurodiagnostic Technologist	28.97
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	22.71
12072 - Licensed Practical Nurse II	25.40
12073 - Licensed Practical Nurse III	28.31
12100 - Medical Assistant	18.82
12130 - Medical Laboratory Technician	30.66
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	22.49
12195 - Medical Transcriptionist	20.15
12210 - Nuclear Medicine Technologist	42.83
12221 - Nursing Assistant I	12.77
12222 - Nursing Assistant II	14.36
12223 - Nursing Assistant III	15.67
12224 - Nursing Assistant IV	17.59
12235 - Optical Dispenser	25.01
12236 - Optical Technician	22.71
12250 - Pharmacy Technician	17.01
12280 - Phlebotomist	19.60
12305 - Radiologic Technologist	30.61
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II, Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III, Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	31.47
12320 - Substance Abuse Treatment Counselor	24.25
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.79
13012 - Exhibits Specialist II	29.48
13013 - Exhibits Specialist III	36.05
13041 - Illustrator I	23.79
13042 - Illustrator II	29.48
13043 - Illustrator III	36.05
13047 - Librarian	32.64

13050 - Library Aide/Clerk	17.30	
13054 - Library Information Technology Systems Administrator		29.48
13058 - Library Technician	19.32	
13061 - Media Specialist I	21.27	
13062 - Media Specialist II	23.79	
13063 - Media Specialist III	26.52	
13071 - Photographer I	18.79	
13072 - Photographer II	21.93	
13073 - Photographer III	27.17	
13074 - Photographer IV	33.24	
13075 - Photographer V	40.21	
13090 - Technical Order Library Clerk		21.72
13110 - Video Teleconference Technician		22.50
14000 - Information Technology Occupations		
14041 - Computer Operator I	19.98	
14042 - Computer Operator II	22.34	
14043 - Computer Operator III	24.90	
14044 - Computer Operator IV	27.68	
14045 - Computer Operator V	30.66	
14071 - Computer Programmer I		24.15
14072 - Computer Programmer II		
14073 - Computer Programmer III		
14074 - Computer Programmer IV		
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst II		
14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment Operator		19.98
14160 - Personal Computer Support Technician		29.29
14170 - System Support Specialist		39.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.40
15020 - Aircrew Training Devices Instructor (Rated)		39.20
15030 - Air Crew Training Devices Instructor (Pilot)		46.98
15050 - Computer Based Training Specialist / Instructor		32.40
15060 - Educational Technologist		36.20
15070 - Flight Instructor (Pilot)		46.98
15080 - Graphic Artist		27.67
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.98
15086 - Maintenance Test Pilot, Rotary Wing		46.98
15088 - Non-Maintenance Test/Co-Pilot		46.98
15090 - Technical Instructor		26.47
15095 - Technical Instructor/Course Developer		32.37
15110 - Test Proctor		21.36
15120 - Tutor		21.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher, Flatwork, Machine		14.76
16090 - Presser, Hand		14.76
16110 - Presser, Machine, Drycleaning		14.76
16130 - Presser, Machine, Shirts		14.76
16160 - Presser, Machine, Wearing Apparel, Laundry		14.76

16190 - Sewing Machine Operator	17.56	
16220 - Tailor	18.26	
16250 - Washer, Machine	15.46	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.52
19040 - Tool And Die Maker	27.47	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.46	
21030 - Material Coordinator	26.01	
21040 - Material Expediter	26.01	
21050 - Material Handling Laborer	15.84	
21071 - Order Filler	15.76	
21080 - Production Line Worker (Food Processing)		18.46
21110 - Shipping Packer	19.41	
21130 - Shipping/Receiving Clerk	19.41	
21140 - Store Worker I	14.96	
21150 - Stock Clerk	19.62	
21210 - Tools And Parts Attendant	18.46	
21410 - Warehouse Specialist	18.46	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	37.18	
23019 - Aircraft Logs and Records Technician	31.79	
23021 - Aircraft Mechanic I	35.89	
23022 - Aircraft Mechanic II	37.18	
23023 - Aircraft Mechanic III	38.59	
23040 - Aircraft Mechanic Helper	28.54	
23050 - Aircraft, Painter	34.48	
23060 - Aircraft Servicer	31.79	
23070 - Aircraft Survival Flight Equipment Technician		34.48
23080 - Aircraft Worker	33.06	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		35.89
23110 - Appliance Mechanic	22.77	
23120 - Bicycle Repairer	25.02	
23125 - Cable Splicer	41.73	
23130 - Carpenter, Maintenance	25.66	
23140 - Carpet Layer	24.53	
23160 - Electrician, Maintenance	30.93	
23181 - Electronics Technician Maintenance I	37.45	
23182 - Electronics Technician Maintenance II	39.06	
23183 - Electronics Technician Maintenance III	40.66	
23260 - Fabric Worker	26.31	
23290 - Fire Alarm System Mechanic	27.51	
23310 - Fire Extinguisher Repairer	25.02	
23311 - Fuel Distribution System Mechanic	39.42	
23312 - Fuel Distribution System Operator	33.22	
23370 - General Maintenance Worker	20.60	
23380 - Ground Support Equipment Mechanic	35.89	
23381 - Ground Support Equipment Servicer	31.79	
23382 - Ground Support Equipment Worker	33.06	
23391 - Gunsmith I	25.02	
23392 - Gunsmith II	27.35	

23393 - Gunsmith III	29.69	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		30.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		31.55
23430 - Heavy Equipment Mechanic		30.01
23440 - Heavy Equipment Operator		32.33
23460 - Instrument Mechanic	29.47	
23465 - Laboratory/Shelter Mechanic		28.53
23470 - Laborer	15.62	
23510 - Locksmith	28.04	
23530 - Machinery Maintenance Mechanic		26.28
23550 - Machinist, Maintenance	23.28	
23580 - Maintenance Trades Helper	19.38	
23591 - Metrology Technician I	29.47	
23592 - Metrology Technician II	30.53	
23593 - Metrology Technician III	31.68	
23640 - Millwright	29.01	
23710 - Office Appliance Repairer	24.48	
23760 - Painter, Maintenance	22.95	
23790 - Pipefitter, Maintenance	30.83	
23810 - Plumber, Maintenance	29.62	
23820 - Pneudraulic Systems Mechanic		29.69
23850 - Rigger	29.69	
23870 - Scale Mechanic	27.35	
23890 - Sheet-Metal Worker, Maintenance		28.94
23910 - Small Engine Mechanic	23.64	
23931 - Telecommunications Mechanic I	38.92	
23932 - Telecommunications Mechanic II	40.32	
23950 - Telephone Lineman	34.33	
23960 - Welder, Combination, Maintenance		24.98
23965 - Well Driller	29.69	
23970 - Woodcraft Worker	29.69	
23980 - Woodworker	25.02	
24000 - Personal Needs Occupations		
24550 - Case Manager	19.38	
24570 - Child Care Attendant	14.67	
24580 - Child Care Center Clerk	18.28	
24610 - Chore Aide	15.20	
24620 - Family Readiness And Support Services Coordinator		19.38
24630 - Homemaker	22.09	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	28.26	
25040 - Sewage Plant Operator	27.38	
25070 - Stationary Engineer	28.26	
25190 - Ventilation Equipment Tender	22.49	
25210 - Water Treatment Plant Operator	27.38	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	22.73	
27007 - Baggage Inspector	14.74	
27008 - Corrections Officer	27.19	
27010 - Court Security Officer	27.19	
27030 - Detection Dog Handler	19.88	

27040 - Detention Officer	27.19	
27070 - Firefighter	27.79	
27101 - Guard I	14.74	
27102 - Guard II	19.88	
27131 - Police Officer I	29.08	
27132 - Police Officer II	32.31	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	16.19	
28042 - Carnival Equipment Repairer	17.15	
28043 - Carnival Worker	12.86	
28210 - Gate Attendant/Gate Tender	17.59	
28310 - Lifeguard	13.72	
28350 - Park Attendant (Aide)	19.67	
28510 - Recreation Aide/Health Facility Attendant	14.35	
28515 - Recreation Specialist	24.37	
28630 - Sports Official	15.66	
28690 - Swimming Pool Operator	21.43	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	27.35	
29020 - Hatch Tender	27.35	
29030 - Line Handler	27.35	
29041 - Stevedore I	26.31	
29042 - Stevedore II	28.53	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 1)	44.99	
30011 - Air Traffic Control Specialist, Station (HFO) (see 1)	31.03	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1)	34.17	
30021 - Archeological Technician I	18.73	
30022 - Archeological Technician II	21.95	
30023 - Archeological Technician III	26.41	
30030 - Cartographic Technician	26.66	
30040 - Civil Engineering Technician	28.93	
30051 - Cryogenic Technician I	28.74	
30052 - Cryogenic Technician II	31.75	
30061 - Drafter/CAD Operator I	18.73	
30062 - Drafter/CAD Operator II	21.95	
30063 - Drafter/CAD Operator III	23.43	
30064 - Drafter/CAD Operator IV	28.84	
30081 - Engineering Technician I	17.82	
30082 - Engineering Technician II	20.00	
30083 - Engineering Technician III	22.37	
30084 - Engineering Technician IV	27.71	
30085 - Engineering Technician V	33.90	
30086 - Engineering Technician VI	41.01	
30090 - Environmental Technician	25.95	
30095 - Evidence Control Specialist	25.95	
30210 - Laboratory Technician	29.12	
30221 - Latent Fingerprint Technician I	28.74	
30222 - Latent Fingerprint Technician II	31.75	
30240 - Mathematical Technician	29.33	
30361 - Paralegal/Legal Assistant I	20.28	
30362 - Paralegal/Legal Assistant II	25.11	
30363 - Paralegal/Legal Assistant III	30.72	
30364 - Paralegal/Legal Assistant IV	37.17	

30375 - Petroleum Supply Specialist		31.75
30390 - Photo-Optics Technician		26.66
30395 - Radiation Control Technician		31.75
30461 - Technical Writer I		27.27
30462 - Technical Writer II		33.36
30463 - Technical Writer III		40.36
30491 - Unexploded Ordnance (UXO) Technician I		28.59
30492 - Unexploded Ordnance (UXO) Technician II		34.59
30493 - Unexploded Ordnance (UXO) Technician III		41.46
30494 - Unexploded (UXO) Safety Escort		28.59
30495 - Unexploded (UXO) Sweep Personnel		28.59
30501 - Weather Forecaster I		28.74
30502 - Weather Forecaster II		34.96
30620 - Weather Observer, Combined Upper Air Or	(see 1)	23.43
Surface Programs		
30621 - Weather Observer, Senior	(see 1)	25.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.59
31020 - Bus Aide		20.78
31030 - Bus Driver		26.63
31043 - Driver Courier		17.60
31260 - Parking and Lot Attendant		14.05
31290 - Shuttle Bus Driver		17.88
31310 - Taxi Driver		16.37
31361 - Truckdriver, Light		18.65
31362 - Truckdriver, Medium		19.84
31363 - Truckdriver, Heavy		23.48
31364 - Truckdriver, Tractor-Trailer		23.48
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.87
99030 - Cashier		13.29
99050 - Desk Clerk		14.05
99095 - Embalmer		32.85
99130 - Flight Follower		28.59
99251 - Laboratory Animal Caretaker I		18.80
99252 - Laboratory Animal Caretaker II		19.92
99260 - Marketing Analyst		29.36
99310 - Mortician		32.85
99410 - Pest Controller		20.76
99510 - Photofinishing Worker		14.56
99710 - Recycling Laborer		22.90
99711 - Recycling Specialist		25.78
99730 - Refuse Collector		20.87
99810 - Sales Clerk		14.35
99820 - School Crossing Guard		14.42
99830 - Survey Party Chief		30.34
99831 - Surveying Aide		19.00
99832 - Surveying Technician		22.97
99840 - Vending Machine Attendant		20.95
99841 - Vending Machine Repairer		24.27
99842 - Vending Machine Repairer Helper		20.95

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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 25 years.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day,

Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) 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 re-grading and cleaning of artillery ranges.

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

ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining 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.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).