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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

Shirley F. Ebbesen
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2115
Revision No.: 6
Date Of Revision: 05/29/2008

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor
Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.06
01012 - Accounting Clerk II	12.83
01013 - Accounting Clerk III	16.03
01020 - Administrative Assistant	17.65
01040 - Court Reporter	14.34
01051 - Data Entry Operator I	11.02
01052 - Data Entry Operator II	13.15
01060 - Dispatcher, Motor Vehicle	16.74
01070 - Document Preparation Clerk	11.31
01090 - Duplicating Machine Operator	11.31
01111 - General Clerk I	10.37
01112 - General Clerk II	11.80
01113 - General Clerk III	18.09
01120 - Housing Referral Assistant	15.84
01141 - Messenger Courier	10.89
01191 - Order Clerk I	11.14
01192 - Order Clerk II	12.65
01261 - Personnel Assistant (Employment) I	13.07
01262 - Personnel Assistant (Employment) II	14.62
01263 - Personnel Assistant (Employment) III	16.30
01270 - Production Control Clerk	18.78
01280 - Receptionist	10.56
01290 - Rental Clerk	10.75
01300 - Scheduler, Maintenance	12.70
01311 - Secretary I	12.70
01312 - Secretary II	14.21
01313 - Secretary III	15.84
01320 - Service Order Dispatcher	14.62
01410 - Supply Technician	17.65
01420 - Survey Worker	12.51
01531 - Travel Clerk I	11.42
01532 - Travel Clerk II	12.45
01533 - Travel Clerk III	13.42
01611 - Word Processor I	12.42
01612 - Word Processor II	15.29
01613 - Word Processor III	17.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.96

05010 - Automotive Electrician	16.74
05040 - Automotive Glass Installer	14.73
05070 - Automotive Worker	14.73
05110 - Mobile Equipment Servicer	12.68
05130 - Motor Equipment Metal Mechanic	17.19
05160 - Motor Equipment Metal Worker	14.73
05190 - Motor Vehicle Mechanic	17.18
05220 - Motor Vehicle Mechanic Helper	12.01
05250 - Motor Vehicle Upholstery Worker	13.71
05280 - Motor Vehicle Wrecker	14.73
05310 - Painter, Automotive	15.73
05340 - Radiator Repair Specialist	14.73
05370 - Tire Repairer	11.70
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.68
07041 - Cook I	9.54
07042 - Cook II	10.72
07070 - Dishwasher	7.78
07130 - Food Service Worker	9.21
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	8.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.02
09040 - Furniture Handler	9.62
09080 - Furniture Refinisher	15.02
09090 - Furniture Refinisher Helper	11.17
09110 - Furniture Repairer, Minor	13.09
09130 - Upholsterer	15.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.07
11060 - Elevator Operator	9.07
11090 - Gardener	12.04
11122 - Housekeeping Aide	9.33
11150 - Janitor	9.92
11210 - Laborer, Grounds Maintenance	10.60
11240 - Maid or Houseman	8.15
11260 - Pruner	10.07
11270 - Tractor Operator	11.51
11330 - Trail Maintenance Worker	10.60
11360 - Window Cleaner	10.89
12000 - Health Occupations	
12010 - Ambulance Driver	15.60
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	24.19
12015 - Certified Physical Therapist Assistant	18.43
12020 - Dental Assistant	14.78
12025 - Dental Hygienist	27.39
12030 - EKG Technician	17.81
12035 - Electroneurodiagnostic Technologist	17.81
12040 - Emergency Medical Technician	14.96
12071 - Licensed Practical Nurse I	15.80
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	18.47
12100 - Medical Assistant	11.84
12130 - Medical Laboratory Technician	16.54
12160 - Medical Record Clerk	12.77
12190 - Medical Record Technician	14.72
12195 - Medical Transcriptionist	13.71
12210 - Nuclear Medicine Technologist	32.30
12221 - Nursing Assistant I	9.27
12222 - Nursing Assistant II	10.43
12223 - Nursing Assistant III	11.39
12224 - Nursing Assistant IV	12.77

12235 - Optical Dispenser	15.98
12236 - Optical Technician	12.12
12250 - Pharmacy Technician	12.22
12280 - Phlebotomist	12.77
12305 - Radiologic Technologist	22.36
12311 - Registered Nurse I	20.99
12312 - Registered Nurse II	25.69
12313 - Registered Nurse II, Specialist	25.69
12314 - Registered Nurse III	31.09
12315 - Registered Nurse III, Anesthetist	31.09
12316 - Registered Nurse IV	37.23
12317 - Scheduler (Drug and Alcohol Testing)	20.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.11
13012 - Exhibits Specialist II	19.95
13013 - Exhibits Specialist III	24.41
13041 - Illustrator I	16.11
13042 - Illustrator II	19.95
13043 - Illustrator III	24.41
13047 - Librarian	22.10
13050 - Library Aide/Clerk	11.09
13054 - Library Information Technology Systems Administrator	20.85
13058 - Library Technician	12.87
13061 - Media Specialist I	14.40
13062 - Media Specialist II	16.11
13063 - Media Specialist III	17.96
13071 - Photographer I	12.92
13072 - Photographer II	16.00
13073 - Photographer III	18.79
13074 - Photographer IV	22.98
13075 - Photographer V	27.81
13110 - Video Teleconference Technician	15.10
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.41
14042 - Computer Operator II	14.44
14043 - Computer Operator III	16.96
14044 - Computer Operator IV	20.82
14045 - Computer Operator V	23.11
14071 - Computer Programmer I (1)	22.00
14072 - Computer Programmer II (1)	
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	15.41
14160 - Personal Computer Support Technician	20.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.63
15020 - Aircrew Training Devices Instructor (Rated)	31.00
15030 - Air Crew Training Devices Instructor (Pilot)	34.10
15050 - Computer Based Training Specialist / Instructor	24.27
15060 - Educational Technologist	21.78
15070 - Flight Instructor (Pilot)	34.10
15080 - Graphic Artist	20.70
15090 - Technical Instructor	18.93
15095 - Technical Instructor/Course Developer	23.16
15110 - Test Proctor	15.29
15120 - Tutor	15.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.12
16030 - Counter Attendant	8.12
16040 - Dry Cleaner	10.36
16070 - Finisher, Flatwork, Machine	8.12

16090 - Presser, Hand 8.12
16110 - Presser, Machine, Drycleaning 8.12
16130 - Presser, Machine, Shirts 8.12
16160 - Presser, Machine, Wearing Apparel, Laundry 8.12
16190 - Sewing Machine Operator 11.04
16220 - Tailor 11.72
16250 - Washer, Machine 8.84
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 16.70
19040 - Tool And Die Maker 21.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.90
21030 - Material Coordinator 18.78
21040 - Material Expediter 18.78
21050 - Material Handling Laborer 11.90
21071 - Order Filler 10.40
21080 - Production Line Worker (Food Processing) 13.90
21110 - Shipping Packer 13.53
21130 - Shipping/Receiving Clerk 13.53
21140 - Store Worker I 9.06
21150 - Stock Clerk 12.91
21210 - Tools And Parts Attendant 13.90
21410 - Warehouse Specialist 13.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 22.54
23021 - Aircraft Mechanic I 21.46
23022 - Aircraft Mechanic II 22.54
23023 - Aircraft Mechanic III 23.66
23040 - Aircraft Mechanic Helper 13.64
23050 - Aircraft, Painter 18.68
23060 - Aircraft Servicer 15.99
23080 - Aircraft Worker 17.17
23110 - Appliance Mechanic 15.85
23120 - Bicycle Repairer 12.87
23125 - Cable Splicer 22.36
23130 - Carpenter, Maintenance 15.90
23140 - Carpet Layer 15.91
23160 - Electrician, Maintenance 18.39
23181 - Electronics Technician Maintenance I 20.59
23182 - Electronics Technician Maintenance II 22.67
23183 - Electronics Technician Maintenance III 24.00
23260 - Fabric Worker 15.41
23290 - Fire Alarm System Mechanic 17.39
23310 - Fire Extinguisher Repairer 14.25
23311 - Fuel Distribution System Mechanic 21.25
23312 - Fuel Distribution System Operator 18.23
23370 - General Maintenance Worker 15.08
23380 - Ground Support Equipment Mechanic 21.46
23381 - Ground Support Equipment Servicer 15.99
23382 - Ground Support Equipment Worker 17.17
23391 - Gunsmith I 16.81
23392 - Gunsmith II 18.67
23393 - Gunsmith III 20.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic 17.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 18.58
23430 - Heavy Equipment Mechanic 17.49
23440 - Heavy Equipment Operator 18.30
23460 - Instrument Mechanic 23.23
23465 - Laboratory/Shelter Mechanic 17.71
23470 - Laborer 11.90
23510 - Locksmith 15.02
23530 - Machinery Maintenance Mechanic 22.01
23550 - Machinist, Maintenance 18.36

23580 - Maintenance Trades Helper	11.17
23591 - Metrology Technician I	23.23
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.60
23640 - Millwright	19.60
23710 - Office Appliance Repairer	19.74
23760 - Painter, Maintenance	15.02
23790 - Pipefitter, Maintenance	18.12
23810 - Plumber, Maintenance	17.03
23820 - Pneudraulic Systems Mechanic	18.87
23850 - Rigger	19.65
23870 - Scale Mechanic	16.55
23890 - Sheet-Metal Worker, Maintenance	19.44
23910 - Small Engine Mechanic	14.06
23931 - Telecommunications Mechanic I	22.88
23932 - Telecommunications Mechanic II	24.29
23950 - Telephone Lineman	20.88
23960 - Welder, Combination, Maintenance	16.07
23965 - Well Driller	16.82
23970 - Woodcraft Worker	18.87
23980 - Woodworker	12.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.70
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	8.31
24620 - Family Readiness And Support Services Coordinator	13.37
24630 - Homemaker	18.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.43
25040 - Sewage Plant Operator	20.45
25070 - Stationary Engineer	21.43
25190 - Ventilation Equipment Tender	14.87
25210 - Water Treatment Plant Operator	20.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.11
27007 - Baggage Inspector	9.62
27008 - Corrections Officer	13.12
27010 - Court Security Officer	13.12
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	13.12
27070 - Firefighter	12.05
27101 - Guard I	9.62
27102 - Guard II	13.68
27131 - Police Officer I	18.34
27132 - Police Officer II	20.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.06
28042 - Carnival Equipment Repairer	10.21
28043 - Carnival Equpment Worker	8.18
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	17.10
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.26
29020 - Hatch Tender	17.26
29030 - Line Handler	17.26
29041 - Stevedore I	16.11
29042 - Stevedore II	18.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96

30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	14.14
30022 - Archeological Technician II	15.82
30023 - Archeological Technician III	19.60
30030 - Cartographic Technician	19.60
30040 - Civil Engineering Technician	20.58
30061 - Drafter/CAD Operator I	14.76
30062 - Drafter/CAD Operator II	18.27
30063 - Drafter/CAD Operator III	20.00
30064 - Drafter/CAD Operator IV	21.71
30081 - Engineering Technician I	11.79
30082 - Engineering Technician II	15.06
30083 - Engineering Technician III	18.49
30084 - Engineering Technician IV	21.71
30085 - Engineering Technician V	26.51
30086 - Engineering Technician VI	32.13
30090 - Environmental Technician	17.83
30210 - Laboratory Technician	20.56
30240 - Mathematical Technician	21.52
30361 - Paralegal/Legal Assistant I	16.52
30362 - Paralegal/Legal Assistant II	20.72
30363 - Paralegal/Legal Assistant III	25.34
30364 - Paralegal/Legal Assistant IV	30.68
30390 - Photo-Optics Technician	21.52
30461 - Technical Writer I	19.12
30462 - Technical Writer II	23.38
30463 - Technical Writer III	27.29
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	19.59
30621 - Weather Observer, Senior (2)	21.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.82
31030 - Bus Driver	17.28
31043 - Driver Courier	14.66
31260 - Parking and Lot Attendant	7.86
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	10.31
31361 - Truckdriver, Light	15.41
31362 - Truckdriver, Medium	18.16
31363 - Truckdriver, Heavy	18.36
31364 - Truckdriver, Tractor-Trailer	18.36
99000 - Miscellaneous Occupations	
99030 - Cashier	8.29
99050 - Desk Clerk	9.58
99095 - Embalmer	23.86
99251 - Laboratory Animal Caretaker I	9.89
99252 - Laboratory Animal Caretaker II	10.39
99310 - Mortician	24.27
99410 - Pest Controller	14.06
99510 - Photofinishing Worker	12.21
99710 - Recycling Laborer	12.61
99711 - Recycling Specialist	17.03
99730 - Refuse Collector	11.19
99810 - Sales Clerk	12.00
99820 - School Crossing Guard	10.36
99830 - Survey Party Chief	18.02
99831 - Surveying Aide	10.21
99832 - Surveying Technician	13.99
99840 - Vending Machine Attendant	11.62

99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.62

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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 ordance, 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 ordance, 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.