"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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-6113
Revision No.: 2
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This wage determination applies to the following cities and towns in HAMPDEN COUNTY, MASSACHUSETTS: Agawam, Blandford, Chester, Chicopee, East Longmeadow, Granville, Hampden, Holyoke, Longmeadow, Ludlow, Monson, Montgomery, Palmer, Russell, Southwick, Springfield, Tolland, Wales, West Springfield, Westfield, Wilbraham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.40
01012 - Accounting Clerk II		21.78
01013 - Accounting Clerk III		24.36
01020 - Administrative Assistant		31.59
01035 - Court Reporter		23.71
01041 - Customer Service Representative I		17.82
01042 - Customer Service Representative II		19.45
01043 - Customer Service Representative III		21.83
01051 - Data Entry Operator I		19.86
01052 - Data Entry Operator II		21.67
01060 - Dispatcher, Motor Vehicle		24.45
01070 - Document Preparation Clerk		20.39
01090 - Duplicating Machine Operator		20.39
01111 - General Clerk I		18.26
01112 - General Clerk II		19.93
01113 - General Clerk III		22.37
01120 - Housing Referral Assistant		26.42
01141 - Messenger Courier		18.69
01191 - Order Clerk I		20.19
01192 - Order Clerk II		22.02
01261 - Personnel Assistant (Employment) I		20.38
01262 - Personnel Assistant (Employment) II		22.79
01263 - Personnel Assistant (Employment) III		25.41
01270 - Production Control Clerk		28.26
01290 - Rental Clerk		19.04
01300 - Scheduler, Maintenance		21.20
01311 - Secretary I		21.20
01312 - Secretary II		23.71
01313 - Secretary III		26.42
01320 - Service Order Dispatcher		21.86
01410 - Supply Technician		31.59
01420 - Survey Worker		21.46
01460 - Switchboard Operator/Receptionist		18.80
01531 - Travel Clerk I		18.88
01532 - Travel Clerk II		21.20
01533 - Travel Clerk III		23.71
01611 - Word Processor I		18.88
01612 - Word Processor II		21.20
01613 - Word Processor III		23.71
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	28.23
05010 - Automotive Electrician	23.23
05040 - Automotive Glass Installer	22.28
05070 - Automotive Worker	22.28
05110 - Mobile Equipment Servicer	20.28
05130 - Motor Equipment Metal Mechanic	24.17
05160 - Motor Equipment Metal Worker	22.28
05190 - Motor Vehicle Mechanic	24.17
05220 - Motor Vehicle Mechanic Helper	19.00
05250 - Motor Vehicle Upholstery Worker	21.44
05280 - Motor Vehicle Wrecker	22.28
05310 - Painter, Automotive	23.23
05340 - Radiator Repair Specialist	22.28
05370 - Tire Repairer	16.52
05400 - Transmission Repair Specialist	24.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.75
07041 - Cook I	20.39
07042 - Cook II	22.41
07070 - Dishwasher	17.07
07130 - Food Service Worker	17.29
07210 - Meat Cutter	23.29
07260 - Waiter/Waitress	16.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.43
09040 - Furniture Handler	16.69
09080 - Furniture Refinisher	23.43
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer, Minor	21.63
09130 - Upholsterer	23.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.29
11060 - Elevator Operator	18.21
11090 - Gardener	26.39
11122 - Housekeeping Aide	18.21
11150 - Janitor	18.21
11210 - Laborer, Grounds Maintenance	21.28
11240 - Maid or Houseman	17.10
11260 - Pruner	19.63
11270 - Tractor Operator	24.73
11330 - Trail Maintenance Worker	21.28
11360 - Window Cleaner	19.74
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	31.33
12012 - Certified Occupational Therapist Assistant	33.37
12015 - Certified Physical Therapist Assistant	35.24
12020 - Dental Assistant	23.92
12025 - Dental Hygienist	46.27
12030 - EKG Technician	35.61
12035 - Electroneurodiagnostic Technologist	35.61
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	28.01
12072 - Licensed Practical Nurse II	31.33
12073 - Licensed Practical Nurse III	34.94
12100 - Medical Assistant	22.97
12130 - Medical Laboratory Technician	32.29
12160 - Medical Record Clerk	23.76
12190 - Medical Record Technician	26.58
12195 - Medical Transcriptionist	22.95
12210 - Nuclear Medicine Technologist	62.70
12221 - Nursing Assistant I	14.65
12222 - Nursing Assistant II	16.47
12223 - Nursing Assistant III	17.97
12224 - Nursing Assistant IV	20.18

12235 - Optical Dispenser		30.49
12236 - Optical Technician		28.01
12250 - Pharmacy Technician		20.54
12280 - Phlebotomist		22.80
12305 - Radiologic Technologist		39.27
12311 - Registered Nurse I		29.56
12312 - Registered Nurse II		36.16
12313 - Registered Nurse II, Specialist		36.16
12314 - Registered Nurse III		45.75
12315 - Registered Nurse III, Anesthetist		45.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		38.82
12320 - Substance Abuse Treatment Counselor		27.58
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		17.66
13054 - Library Information Technology Systems Administrator		29.48
13058 - Library Technician		23.33
13061 - Media Specialist I		21.27
13062 - Media Specialist II		23.79
13063 - Media Specialist III		26.52
13071 - Photographer I		22.51
13072 - Photographer II		25.18
13073 - Photographer III		31.19
13074 - Photographer IV		38.14
13075 - Photographer V		46.15
13090 - Technical Order Library Clerk		22.17
13110 - Video Teleconference Technician		31.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.46
14042 - Computer Operator II		24.57
14043 - Computer Operator III		27.23
14044 - Computer Operator IV		30.45
14045 - Computer Operator V		33.73
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.46
14160 - Personal Computer Support Technician		30.45
14170 - System Support Specialist		39.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.83
15020 - Aircrew Training Devices Instructor (Rated)		40.94
15030 - Air Crew Training Devices Instructor (Pilot)		49.08
15050 - Computer Based Training Specialist / Instructor		33.83
15060 - Educational Technologist		41.24
15070 - Flight Instructor (Pilot)		49.08
15080 - Graphic Artist		30.09
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.08
15086 - Maintenance Test Pilot, Rotary Wing		49.08
15088 - Non-Maintenance Test/Co-Pilot		49.08
15090 - Technical Instructor		26.85
15095 - Technical Instructor/Course Developer		32.84
15110 - Test Proctor		21.67

15120 - Tutor	21.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	17.64
16030 - Counter Attendant	17.64
16040 - Dry Cleaner	20.15
16070 - Finisher, Flatwork, Machine	17.64
16090 - Presser, Hand	17.64
16110 - Presser, Machine, Drycleaning	17.64
16130 - Presser, Machine, Shirts	17.64
16160 - Presser, Machine, Wearing Apparel, Laundry	17.64
16190 - Sewing Machine Operator	20.99
16220 - Tailor	21.84
16250 - Washer, Machine	18.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.18
19040 - Tool And Die Maker	31.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.59
21030 - Material Coordinator	28.26
21040 - Material Expediter	28.26
21050 - Material Handling Laborer	21.10
21071 - Order Filler	17.71
21080 - Production Line Worker (Food Processing)	22.59
21110 - Shipping Packer	22.11
21130 - Shipping/Receiving Clerk	22.11
21140 - Store Worker I	17.23
21150 - Stock Clerk	21.60
21210 - Tools And Parts Attendant	22.59
21410 - Warehouse Specialist	22.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.13
23019 - Aircraft Logs and Records Technician	33.51
23021 - Aircraft Mechanic I	37.77
23022 - Aircraft Mechanic II	39.13
23023 - Aircraft Mechanic III	40.50
23040 - Aircraft Mechanic Helper	29.69
23050 - Aircraft, Painter	36.30
23060 - Aircraft Servicer	33.51
23070 - Aircraft Survival Flight Equipment Technician	36.30
23080 - Aircraft Worker	34.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.77
23110 - Appliance Mechanic	29.13
23120 - Bicycle Repairer	28.36
23125 - Cable Splicer	50.09
23130 - Carpenter, Maintenance	30.14
23140 - Carpet Layer	34.50
23160 - Electrician, Maintenance	38.73
23181 - Electronics Technician Maintenance I	37.64
23182 - Electronics Technician Maintenance II	39.26
23183 - Electronics Technician Maintenance III	40.86
23260 - Fabric Worker	33.51
23290 - Fire Alarm System Mechanic	31.60
23310 - Fire Extinguisher Repairer	31.68
23311 - Fuel Distribution System Mechanic	42.26
23312 - Fuel Distribution System Operator	35.61
23370 - General Maintenance Worker	23.78
23380 - Ground Support Equipment Mechanic	37.77
23381 - Ground Support Equipment Servicer	33.51
23382 - Ground Support Equipment Worker	34.82
23391 - Gunsmith I	31.68
23392 - Gunsmith II	34.82
23393 - Gunsmith III	37.77

23410 - Heating, Ventilation And Air-Conditioning Mechanic 35.88
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 37.18
23430 - Heavy Equipment Mechanic 33.92
23440 - Heavy Equipment Operator 34.76
23460 - Instrument Mechanic 37.77
23465 - Laboratory/Shelter Mechanic 36.30
23470 - Laborer 21.10
23510 - Locksmith 31.71
23530 - Machinery Maintenance Mechanic 30.70
23550 - Machinist, Maintenance 28.90
23580 - Maintenance Trades Helper 19.46
23591 - Metrology Technician I 37.77
23592 - Metrology Technician II 39.13
23593 - Metrology Technician III 40.50
23640 - Millwright 34.62
23710 - Office Appliance Repairer 26.32
23760 - Painter, Maintenance 25.03
23790 - Pipefitter, Maintenance 43.29
23810 - Plumber, Maintenance 41.59
23820 - Pneudraulic Systems Mechanic 37.77
23850 - Rigger 37.77
23870 - Scale Mechanic 34.82
23890 - Sheet-Metal Worker, Maintenance 39.35
23910 - Small Engine Mechanic 25.73
23931 - Telecommunications Mechanic I 40.98
23932 - Telecommunications Mechanic II 42.46
23950 - Telephone Lineman 49.05
23960 - Welder, Combination, Maintenance 28.90
23965 - Well Driller 37.77
23970 - Woodcraft Worker 37.77
23980 - Woodworker 31.68
24000 - Personal Needs Occupations
24550 - Case Manager 20.64
24570 - Child Care Attendant 18.04
24580 - Child Care Center Clerk 22.49
24610 - Chore Aide 19.00
24620 - Family Readiness And Support Services Coordinator 20.64
24630 - Homemaker 20.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.34
25040 - Sewage Plant Operator 30.83
25070 - Stationary Engineer 33.34
25190 - Ventilation Equipment Tender 26.52
25210 - Water Treatment Plant Operator 30.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 25.91
27007 - Baggage Inspector 19.33
27008 - Corrections Officer 31.66
27010 - Court Security Officer 32.13
27030 - Detection Dog Handler 21.62
27040 - Detention Officer 31.66
27070 - Firefighter 32.13
27101 - Guard I 19.33
27102 - Guard II 21.62
27131 - Police Officer I 34.96
27132 - Police Officer II 38.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 19.09
28042 - Carnival Equipment Repairer 20.37
28043 - Carnival Worker 15.15
28210 - Gate Attendant/Gate Tender 21.43
28310 - Lifeguard 16.92

28350 - Park Attendant (Aide) 23.97
28510 - Recreation Aide/Health Facility Attendant 17.50
28515 - Recreation Specialist 29.70
28630 - Sports Official 19.09
28690 - Swimming Pool Operator 22.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.82
29020 - Hatch Tender 34.82
29030 - Line Handler 34.82
29041 - Stevedore I 33.51
29042 - Stevedore II 36.30
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) 51.99
30011 - Air Traffic Control Specialist, Station (HFO) 35.85
30012 - Air Traffic Control Specialist, Terminal (HFO) 39.48
30021 - Archeological Technician I 20.48
30022 - Archeological Technician II 22.91
30023 - Archeological Technician III 28.38
30030 - Cartographic Technician 28.38
30040 - Civil Engineering Technician 28.93
30051 - Cryogenic Technician I 31.43
30052 - Cryogenic Technician II 34.70
30061 - Drafter/CAD Operator I 20.48
30062 - Drafter/CAD Operator II 22.91
30063 - Drafter/CAD Operator III 25.53
30064 - Drafter/CAD Operator IV 31.43
30081 - Engineering Technician I 20.22
30082 - Engineering Technician II 22.68
30083 - Engineering Technician III 25.38
30084 - Engineering Technician IV 31.44
30085 - Engineering Technician V 38.46
30086 - Engineering Technician VI 46.52
30090 - Environmental Technician 25.95
30095 - Evidence Control Specialist 28.38
30210 - Laboratory Technician 37.55
30221 - Latent Fingerprint Technician I 31.43
30222 - Latent Fingerprint Technician II 34.70
30240 - Mathematical Technician 28.55
30361 - Paralegal/Legal Assistant I 24.13
30362 - Paralegal/Legal Assistant II 29.89
30363 - Paralegal/Legal Assistant III 36.55
30364 - Paralegal/Legal Assistant IV 44.23
30375 - Petroleum Supply Specialist 34.70
30390 - Photo-Optics Technician 28.38
30395 - Radiation Control Technician 34.70
30461 - Technical Writer I 29.84
30462 - Technical Writer II 36.50
30463 - Technical Writer III 44.16
30491 - Unexploded Ordnance (UXO) Technician I 33.04
30492 - Unexploded Ordnance (UXO) Technician II 39.97
30493 - Unexploded Ordnance (UXO) Technician III 47.91
30494 - Unexploded (UXO) Safety Escort 33.04
30495 - Unexploded (UXO) Sweep Personnel 33.04
30501 - Weather Forecaster I 31.43
30502 - Weather Forecaster II 38.23
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.53
30621 - Weather Observer, Senior (see 2) 28.38
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 39.97
31020 - Bus Aide 20.67
31030 - Bus Driver 28.34
31043 - Driver Courier 20.22
31260 - Parking and Lot Attendant 16.14
31290 - Shuttle Bus Driver 18.64

31310 - Taxi Driver	15.57
31361 - Truckdriver, Light	21.42
31362 - Truckdriver, Medium	22.52
31363 - Truckdriver, Heavy	27.54
31364 - Truckdriver, Tractor-Trailer	27.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.49
99030 - Cashier	16.16
99050 - Desk Clerk	18.71
99095 - Embalmer	29.67
99130 - Flight Follower	33.04
99251 - Laboratory Animal Caretaker I	20.68
99252 - Laboratory Animal Caretaker II	21.91
99260 - Marketing Analyst	39.40
99310 - Mortician	30.30
99410 - Pest Controller	22.42
99510 - Photofinishing Worker	17.36
99710 - Recycling Laborer	26.84
99711 - Recycling Specialist	31.19
99730 - Refuse Collector	24.76
99810 - Sales Clerk	16.82
99820 - School Crossing Guard	16.91
99830 - Survey Party Chief	27.86
99831 - Surveying Aide	18.24
99832 - Surveying Technician	25.00
99840 - Vending Machine Attendant	23.27
99841 - Vending Machine Repairer	27.29
99842 - Vending Machine Repairer Helper	23.27

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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) 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) 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))."