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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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5713
Revision No.: 29
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State: Puerto Rico

Area: Puerto Rico Counties of Coamo, Culebra, Salinas, Santa Isabel and Vieques

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.03
01012 - Accounting Clerk II		12.38
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		10.71
01042 - Customer Service Representative II		11.69
01043 - Customer Service Representative III		13.12
01051 - Data Entry Operator I		9.58
01052 - Data Entry Operator II		10.61
01060 - Dispatcher, Motor Vehicle		11.69
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		10.01
01112 - General Clerk II		10.92
01113 - General Clerk III		12.26
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.26
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		21.65
01290 - Rental Clerk		10.57

01300 - Scheduler, Maintenance	10.45
01311 - Secretary I	10.45
01312 - Secretary II	11.69
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.45
01410 - Supply Technician	13.32
01420 - Survey Worker	11.69
01460 - Switchboard Operator/Receptionist	9.76
01531 - Travel Clerk I	12.98
01532 - Travel Clerk II	14.30
01533 - Travel Clerk III	14.67
01611 - Word Processor I	17.08
01612 - Word Processor II	19.17
01613 - Word Processor III	21.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.01
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal Mechanic	13.01
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic Helper	10.14
05250 - Motor Vehicle Upholstery Worker	11.63
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter, Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	13.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.26
07041 - Cook I	13.35
07042 - Cook II	14.81
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.78
07210 - Meat Cutter	9.84
07260 - Waiter/Waitress	10.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.26
09040 - Furniture Handler	10.33
09080 - Furniture Refinisher	15.26
09090 - Furniture Refinisher Helper	12.27
09110 - Furniture Repairer, Minor	13.96
09130 - Upholsterer	15.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.07
11060 - Elevator Operator	10.07
11090 - Gardener	12.21
11122 - Housekeeping Aide	10.07
11150 - Janitor	10.07
11210 - Laborer, Grounds Maintenance	9.50
11240 - Maid or Houseman	9.61
11260 - Pruner	9.75
11270 - Tractor Operator	11.33
11330 - Trail Maintenance Worker	9.50
11360 - Window Cleaner	11.12
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	12.19

12012 - Certified Occupational Therapist Assistant		15.20
12015 - Certified Physical Therapist Assistant		10.96
12020 - Dental Assistant		12.02
12025 - Dental Hygienist		19.49
12030 - EKG Technician		13.57
12035 - Electroneurodiagnostic Technologist		13.57
12040 - Emergency Medical Technician		12.02
12071 - Licensed Practical Nurse I		10.98
12072 - Licensed Practical Nurse II		12.65
12073 - Licensed Practical Nurse III		14.43
12100 - Medical Assistant		13.01
12130 - Medical Laboratory Technician		16.34
12160 - Medical Record Clerk		11.67
12190 - Medical Record Technician		15.49
12195 - Medical Transcriptionist		12.05
12210 - Nuclear Medicine Technologist		20.48
12221 - Nursing Assistant I		10.38
12222 - Nursing Assistant II		11.68
12223 - Nursing Assistant III		12.74
12224 - Nursing Assistant IV		14.30
12235 - Optical Dispenser		12.30
12236 - Optical Technician		12.05
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		14.40
12305 - Radiologic Technologist		14.20
12311 - Registered Nurse I		17.12
12312 - Registered Nurse II		20.94
12313 - Registered Nurse II, Specialist		20.94
12314 - Registered Nurse III		25.33
12315 - Registered Nurse III, Anesthetist		25.33
12316 - Registered Nurse IV		30.37
12317 - Scheduler (Drug and Alcohol Testing)		15.21
12320 - Substance Abuse Treatment Counselor		15.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.08
13012 - Exhibits Specialist II		19.91
13013 - Exhibits Specialist III		24.37
13041 - Illustrator I		16.08
13042 - Illustrator II		19.91
13043 - Illustrator III		24.37
13047 - Librarian		22.06
13050 - Library Aide/Clerk		12.80
13054 - Library Information Technology Systems Administrator		19.60
13058 - Library Technician		15.82
13061 - Media Specialist I		14.37
13062 - Media Specialist II		16.08
13063 - Media Specialist III		17.92
13071 - Photographer I		15.73
13072 - Photographer II		17.60
13073 - Photographer III		21.80
13074 - Photographer IV		26.66
13075 - Photographer V		32.26
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		14.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		10.09
14042 - Computer Operator II		11.29
14043 - Computer Operator III		13.95
14044 - Computer Operator IV		18.82
14045 - Computer Operator V		20.84
14071 - Computer Programmer I	(see 1)	16.35
14072 - Computer Programmer II	(see 1)	20.85

14073 - Computer Programmer III	(see 1)	24.85
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		10.09
14160 - Personal Computer Support Technician		19.66
14170 - System Support Specialist		21.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.61
15020 - Aircrew Training Devices Instructor (Rated)		28.56
15030 - Air Crew Training Devices Instructor (Pilot)		34.23
15050 - Computer Based Training Specialist / Instructor		25.61
15060 - Educational Technologist		22.64
15070 - Flight Instructor (Pilot)		34.23
15080 - Graphic Artist		19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		34.23
15086 - Maintenance Test Pilot, Rotary Wing		34.23
15088 - Non-Maintenance Test/Co-Pilot		34.23
15090 - Technical Instructor		14.07
15095 - Technical Instructor/Course Developer		19.06
15110 - Test Proctor		11.36
15120 - Tutor		11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		12.65
16070 - Finisher, Flatwork, Machine		11.42
16090 - Presser, Hand		11.42
16110 - Presser, Machine, Drycleaning		11.42
16130 - Presser, Machine, Shirts		11.42
16160 - Presser, Machine, Wearing Apparel, Laundry		11.42
16190 - Sewing Machine Operator		13.07
16220 - Tailor		13.44
16250 - Washer, Machine		11.86
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.26
19040 - Tool And Die Maker		18.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		11.69
21030 - Material Coordinator		21.65
21040 - Material Expediter		21.65
21050 - Material Handling Laborer		11.12
21071 - Order Filler		11.26
21080 - Production Line Worker (Food Processing)		11.69
21110 - Shipping Packer		11.43
21130 - Shipping/Receiving Clerk		11.43
21140 - Store Worker I		11.37
21150 - Stock Clerk		14.13
21210 - Tools And Parts Attendant		11.69
21410 - Warehouse Specialist		11.69
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.62
23019 - Aircraft Logs and Records Technician		22.57
23021 - Aircraft Mechanic I		25.33
23022 - Aircraft Mechanic II		26.62
23023 - Aircraft Mechanic III		27.73

23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	15.55
23120 - Bicycle Repairer	13.02
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.98
23140 - Carpet Layer	14.72
23160 - Electrician, Maintenance	16.03
23181 - Electronics Technician Maintenance I	14.72
23182 - Electronics Technician Maintenance II	15.55
23183 - Electronics Technician Maintenance III	16.33
23260 - Fabric Worker	13.96
23290 - Fire Alarm System Mechanic	16.33
23310 - Fire Extinguisher Repairer	13.27
23311 - Fuel Distribution System Mechanic	16.33
23312 - Fuel Distribution System Operator	13.27
23370 - General Maintenance Worker	12.40
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	13.27
23392 - Gunsmith II	14.72
23393 - Gunsmith III	16.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.03
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	16.84
23430 - Heavy Equipment Mechanic	16.03
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	15.55
23470 - Laborer	11.12
23510 - Locksmith	15.26
23530 - Machinery Maintenance Mechanic	17.49
23550 - Machinist, Maintenance	16.03
23580 - Maintenance Trades Helper	10.98
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	15.26
23760 - Painter, Maintenance	15.26
23790 - Pipefitter, Maintenance	16.03
23810 - Plumber, Maintenance	15.26
23820 - Pneudraulic Systems Mechanic	16.33
23850 - Rigger	16.33
23870 - Scale Mechanic	14.72
23890 - Sheet-Metal Worker, Maintenance	16.03
23910 - Small Engine Mechanic	14.72
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.16
23950 - Telephone Lineman	16.33
23960 - Welder, Combination, Maintenance	14.31
23965 - Well Driller	16.03
23970 - Woodcraft Worker	16.33
23980 - Woodworker	13.02

24000 - Personal Needs Occupations		
24550 - Case Manager		12.58
24570 - Child Care Attendant		9.75
24580 - Child Care Center Clerk		12.19
24610 - Chore Aide		9.96
24620 - Family Readiness And Support Services Coordinator		12.58
24630 - Homemaker		12.86
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		17.26
25040 - Sewage Plant Operator		15.55
25070 - Stationary Engineer		17.26
25190 - Ventilation Equipment Tender		12.31
25210 - Water Treatment Plant Operator		15.26
27000 - Protective Service Occupations		
27004 - Alarm Monitor		10.88
27007 - Baggage Inspector		9.73
27008 - Corrections Officer		11.65
27010 - Court Security Officer		11.89
27030 - Detection Dog Handler		10.88
27040 - Detention Officer		11.65
27070 - Firefighter		11.12
27101 - Guard I		9.73
27102 - Guard II		10.88
27131 - Police Officer I		12.95
27132 - Police Officer II		14.38
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		8.15
28042 - Carnival Equipment Repairer		8.57
28043 - Carnival Worker		7.63
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		9.99
28515 - Recreation Specialist		16.95
28630 - Sports Official		11.10
28690 - Swimming Pool Operator		15.75
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		14.72
29020 - Hatch Tender		14.72
29030 - Line Handler		14.72
29041 - Stevedore I		13.71
29042 - Stevedore II		15.55
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		13.76
30022 - Archeological Technician II		15.50
30023 - Archeological Technician III		19.06
30030 - Cartographic Technician		17.33
30040 - Civil Engineering Technician		16.48
30051 - Cryogenic Technician I		22.66
30052 - Cryogenic Technician II		25.03
30061 - Drafter/CAD Operator I		13.76
30062 - Drafter/CAD Operator II		15.50
30063 - Drafter/CAD Operator III		17.16

30064 - Drafter/CAD Operator IV		21.12
30081 - Engineering Technician I		13.15
30082 - Engineering Technician II		14.76
30083 - Engineering Technician III		16.52
30084 - Engineering Technician IV		20.46
30085 - Engineering Technician V		25.03
30086 - Engineering Technician VI		30.37
30090 - Environmental Technician		16.29
30095 - Evidence Control Specialist		20.46
30210 - Laboratory Technician		17.50
30221 - Latent Fingerprint Technician I		22.66
30222 - Latent Fingerprint Technician II		25.03
30240 - Mathematical Technician		19.06
30361 - Paralegal/Legal Assistant I		13.40
30362 - Paralegal/Legal Assistant II		16.60
30363 - Paralegal/Legal Assistant III		20.31
30364 - Paralegal/Legal Assistant IV		24.57
30375 - Petroleum Supply Specialist		25.03
30390 - Photo-Optics Technician		20.06
30395 - Radiation Control Technician		25.03
30461 - Technical Writer I		19.75
30462 - Technical Writer II		23.86
30463 - Technical Writer III		27.82
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		22.66
30502 - Weather Forecaster II		27.56
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.16
30621 - Weather Observer, Senior	(see 2)	19.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		7.72
31030 - Bus Driver		10.47
31043 - Driver Courier		8.99
31260 - Parking and Lot Attendant		7.25
31290 - Shuttle Bus Driver		8.86
31310 - Taxi Driver		9.08
31361 - Truckdriver, Light		9.69
31362 - Truckdriver, Medium		10.19
31363 - Truckdriver, Heavy		10.57
31364 - Truckdriver, Tractor-Trailer		10.57
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		9.67
99050 - Desk Clerk		15.26
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		15.38
99252 - Laboratory Animal Caretaker II		16.58
99260 - Marketing Analyst		26.51
99310 - Mortician		29.28
99410 - Pest Controller		17.44
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		11.76
99711 - Recycling Specialist		14.02
99730 - Refuse Collector		10.63
99810 - Sales Clerk		9.78
99820 - School Crossing Guard		13.81
99830 - Survey Party Chief		21.25

99831 - Surveying Aide	17.75
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	15.38
99841 - Vending Machine Repairer	18.39
99842 - Vending Machine Repairer Helper	15.38

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: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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 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) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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 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))."" "