"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.: 2015-6015
Revision No.: 3
Date Of Last Revision: 12/03/2025

State: Kansas

Area: Kansas County of Geary

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.94
01012 - Accounting Clerk II		19.02
01013 - Accounting Clerk III		21.27
01020 - Administrative Assistant		27.50
01035 - Court Reporter		28.59
01041 - Customer Service Representative I		15.32
01042 - Customer Service Representative II		16.72
01043 - Customer Service Representative III		18.76
01051 - Data Entry Operator I		15.43
01052 - Data Entry Operator II		16.84
01060 - Dispatcher, Motor Vehicle		21.91
01070 - Document Preparation Clerk		16.23
01090 - Duplicating Machine Operator		16.23
01111 - General Clerk I		14.65
01112 - General Clerk II		15.98
01113 - General Clerk III		17.94
01120 - Housing Referral Assistant		23.18
01141 - Messenger Courier		13.94
01191 - Order Clerk I		16.84
01192 - Order Clerk II		18.38
01261 - Personnel Assistant (Employment) I		19.13
01262 - Personnel Assistant (Employment) II		21.40
01263 - Personnel Assistant (Employment) III		23.86
01270 - Production Control Clerk		24.54
01290 - Rental Clerk		18.00
01300 - Scheduler, Maintenance		18.58
01311 - Secretary I		18.58
01312 - Secretary II		20.78
01313 - Secretary III		23.18
01320 - Service Order Dispatcher		19.59
01410 - Supply Technician		27.50
01420 - Survey Worker		16.95
01460 - Switchboard Operator/Receptionist		15.12
01531 - Travel Clerk I		16.56
01532 - Travel Clerk II		18.11
01533 - Travel Clerk III		19.33
01611 - Word Processor I		16.56
01612 - Word Processor II		18.58
01613 - Word Processor III		20.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.67
05010 - Automotive Electrician		20.30

05040 - Automotive Glass Installer	19.10
05070 - Automotive Worker	19.10
05110 - Mobile Equipment Servicer	16.80
05130 - Motor Equipment Metal Mechanic	21.30
05160 - Motor Equipment Metal Worker	19.10
05190 - Motor Vehicle Mechanic	21.30
05220 - Motor Vehicle Mechanic Helper	15.57
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	19.10
05310 - Painter, Automotive	20.30
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	17.59
05400 - Transmission Repair Specialist	21.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.93
07041 - Cook I	15.33
07042 - Cook II	17.50
07070 - Dishwasher	11.47
07130 - Food Service Worker	13.38
07210 - Meat Cutter	16.85
07260 - Waiter/Waitress	12.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.19
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	20.03
09090 - Furniture Refinisher Helper	15.33
09110 - Furniture Repairer, Minor	17.77
09130 - Upholsterer	20.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.82
11060 - Elevator Operator	14.25
11090 - Gardener	21.81
11122 - Housekeeping Aide	14.25
11150 - Janitor	14.25
11210 - Laborer, Grounds Maintenance	17.04
11240 - Maid or Houseman	14.31
11260 - Pruner	15.48
11270 - Tractor Operator	20.21
11330 - Trail Maintenance Worker	17.04
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	16.30
12011 - Breath Alcohol Technician	24.33
12012 - Certified Occupational Therapist Assistant	30.17
12015 - Certified Physical Therapist Assistant	30.24
12020 - Dental Assistant	19.66
12025 - Dental Hygienist	38.47
12030 - EKG Technician	32.04
12035 - Electroneurodiagnostic Technologist	32.04
12040 - Emergency Medical Technician	16.30
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.33
12073 - Licensed Practical Nurse III	27.14
12100 - Medical Assistant	17.43
12130 - Medical Laboratory Technician	30.20
12160 - Medical Record Clerk	18.59
12190 - Medical Record Technician	20.79
12195 - Medical Transcriptionist	20.74
12210 - Nuclear Medicine Technologist	43.03
12221 - Nursing Assistant I	13.42
12222 - Nursing Assistant II	15.10
12223 - Nursing Assistant III	16.48
12224 - Nursing Assistant IV	18.49
12235 - Optical Dispenser	18.37
12236 - Optical Technician	21.76

12250 - Pharmacy Technician		18.28
12280 - Phlebotomist		17.55
12305 - Radiologic Technologist		31.89
12311 - Registered Nurse I		26.66
12312 - Registered Nurse II		32.61
12313 - Registered Nurse II, Specialist		32.61
12314 - Registered Nurse III		39.45
12315 - Registered Nurse III, Anesthetist		39.45
12316 - Registered Nurse IV		47.28
12317 - Scheduler (Drug and Alcohol Testing)		30.15
12320 - Substance Abuse Treatment Counselor		24.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.20
13012 - Exhibits Specialist II		25.03
13013 - Exhibits Specialist III		30.60
13041 - Illustrator I		20.20
13042 - Illustrator II		25.03
13043 - Illustrator III		30.60
13047 - Librarian		27.71
13050 - Library Aide/Clerk		12.74
13054 - Library Information Technology Systems Administrator		25.03
13058 - Library Technician		20.37
13061 - Media Specialist I		18.05
13062 - Media Specialist II		20.20
13063 - Media Specialist III		22.52
13071 - Photographer I		18.05
13072 - Photographer II		20.20
13073 - Photographer III		25.03
13074 - Photographer IV		30.60
13075 - Photographer V		37.03
13090 - Technical Order Library Clerk		17.05
13110 - Video Teleconference Technician		18.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.44
14042 - Computer Operator II		20.61
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.53
14045 - Computer Operator V		28.28
14071 - Computer Programmer I	(see 1)	23.23
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		18.44
14160 - Personal Computer Support Technician		25.53
14170 - System Support Specialist		28.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.55
15020 - Aircrew Training Devices Instructor (Rated)		40.59
15030 - Air Crew Training Devices Instructor (Pilot)		48.66
15050 - Computer Based Training Specialist / Instructor		33.55
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		48.66
15080 - Graphic Artist		23.21
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.66
15086 - Maintenance Test Pilot, Rotary Wing		48.66
15088 - Non-Maintenance Test/Co-Pilot		48.66
15090 - Technical Instructor		22.50
15095 - Technical Instructor/Course Developer		27.52
15110 - Test Proctor		18.17
15120 - Tutor		18.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	11.53
16030 - Counter Attendant	11.53
16040 - Dry Cleaner	14.56
16070 - Finisher, Flatwork, Machine	11.53
16090 - Presser, Hand	11.53
16110 - Presser, Machine, Drycleaning	11.53
16130 - Presser, Machine, Shirts	11.53
16160 - Presser, Machine, Wearing Apparel, Laundry	11.53
16190 - Sewing Machine Operator	15.48
16220 - Tailor	16.41
16250 - Washer, Machine	12.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.86
19040 - Tool And Die Maker	25.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.85
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	17.64
21071 - Order Filler	15.82
21080 - Production Line Worker (Food Processing)	20.85
21110 - Shipping Packer	18.81
21130 - Shipping/Receiving Clerk	18.81
21140 - Store Worker I	16.24
21150 - Stock Clerk	21.77
21210 - Tools And Parts Attendant	20.85
21410 - Warehouse Specialist	20.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.28
23019 - Aircraft Logs and Records Technician	26.91
23021 - Aircraft Mechanic I	31.81
23022 - Aircraft Mechanic II	33.28
23023 - Aircraft Mechanic III	34.58
23040 - Aircraft Mechanic Helper	23.20
23050 - Aircraft, Painter	30.32
23060 - Aircraft Servicer	26.91
23070 - Aircraft Survival Flight Equipment Technician	30.32
23080 - Aircraft Worker	28.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.81
23110 - Appliance Mechanic	25.58
23120 - Bicycle Repairer	22.79
23125 - Cable Splicer	49.14
23130 - Carpenter, Maintenance	23.38
23140 - Carpet Layer	25.92
23160 - Electrician, Maintenance	27.51
23181 - Electronics Technician Maintenance I	29.83
23182 - Electronics Technician Maintenance II	31.61
23183 - Electronics Technician Maintenance III	33.16
23260 - Fabric Worker	24.48
23290 - Fire Alarm System Mechanic	24.84
23310 - Fire Extinguisher Repairer	22.79
23311 - Fuel Distribution System Mechanic	31.70
23312 - Fuel Distribution System Operator	24.97
23370 - General Maintenance Worker	20.37
23380 - Ground Support Equipment Mechanic	31.81
23381 - Ground Support Equipment Servicer	26.91
23382 - Ground Support Equipment Worker	28.63
23391 - Gunsmith I	22.79
23392 - Gunsmith II	25.92
23393 - Gunsmith III	28.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.17

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.09
23430 - Heavy Equipment Mechanic	29.48
23440 - Heavy Equipment Operator	22.97
23460 - Instrument Mechanic	27.89
23465 - Laboratory/Shelter Mechanic	27.54
23470 - Laborer	17.64
23510 - Locksmith	27.54
23530 - Machinery Maintenance Mechanic	30.60
23550 - Machinist, Maintenance	24.07
23580 - Maintenance Trades Helper	17.33
23591 - Metrology Technician I	27.89
23592 - Metrology Technician II	29.19
23593 - Metrology Technician III	30.34
23640 - Millwright	26.32
23710 - Office Appliance Repairer	23.71
23760 - Painter, Maintenance	19.49
23790 - Pipefitter, Maintenance	28.05
23810 - Plumber, Maintenance	27.01
23820 - Pneudraulic Systems Mechanic	28.90
23850 - Rigger	28.90
23870 - Scale Mechanic	25.92
23890 - Sheet-Metal Worker, Maintenance	23.81
23910 - Small Engine Mechanic	22.44
23931 - Telecommunications Mechanic I	29.32
23932 - Telecommunications Mechanic II	30.67
23950 - Telephone Lineman	31.09
23960 - Welder, Combination, Maintenance	23.08
23965 - Well Driller	28.90
23970 - Woodcraft Worker	28.90
23980 - Woodworker	22.79
24000 - Personal Needs Occupations	
24550 - Case Manager	18.91
24570 - Child Care Attendant	12.32
24580 - Child Care Center Clerk	16.31
24610 - Chore Aide	14.21
24620 - Family Readiness And Support Services Coordinator	18.91
24630 - Homemaker	19.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	22.14
25070 - Stationary Engineer	25.80
25190 - Ventilation Equipment Tender	18.85
25210 - Water Treatment Plant Operator	22.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.18
27007 - Baggage Inspector	16.36
27008 - Corrections Officer	18.74
27010 - Court Security Officer	21.87
27030 - Detection Dog Handler	18.30
27040 - Detention Officer	18.74
27070 - Firefighter	21.60
27101 - Guard I	16.36
27102 - Guard II	18.30
27131 - Police Officer I	23.25
27132 - Police Officer II	25.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.95
28042 - Carnival Equipment Repairer	16.15
28043 - Carnival Worker	11.45
28210 - Gate Attendant/Gate Tender	17.52
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	19.60
28510 - Recreation Aide/Health Facility Attendant	14.40

28515 - Recreation Specialist		24.29
28630 - Sports Official		15.71
28690 - Swimming Pool Operator		18.54
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.09
29020 - Hatch Tender		30.09
29030 - Line Handler		30.09
29041 - Stevedore I		28.39
29042 - Stevedore II		31.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)		46.07
30011 - Air Traffic Control Specialist, Station (HFO)		31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)		34.99
30021 - Archeological Technician I		19.24
30022 - Archeological Technician II		21.52
30023 - Archeological Technician III		26.67
30030 - Cartographic Technician		26.67
30040 - Civil Engineering Technician		24.20
30051 - Cryogenic Technician I		29.53
30052 - Cryogenic Technician II		32.62
30061 - Drafter/CAD Operator I		19.24
30062 - Drafter/CAD Operator II		21.52
30063 - Drafter/CAD Operator III		24.00
30064 - Drafter/CAD Operator IV		29.53
30081 - Engineering Technician I		18.04
30082 - Engineering Technician II		19.78
30083 - Engineering Technician III		22.12
30084 - Engineering Technician IV		27.41
30085 - Engineering Technician V		33.52
30086 - Engineering Technician VI		40.55
30090 - Environmental Technician		27.84
30095 - Evidence Control Specialist		26.67
30210 - Laboratory Technician		23.53
30221 - Latent Fingerprint Technician I		27.28
30222 - Latent Fingerprint Technician II		30.13
30240 - Mathematical Technician		26.67
30361 - Paralegal/Legal Assistant I		22.38
30362 - Paralegal/Legal Assistant II		27.73
30363 - Paralegal/Legal Assistant III		33.92
30364 - Paralegal/Legal Assistant IV		41.04
30375 - Petroleum Supply Specialist		32.62
30390 - Photo-Optics Technician		26.67
30395 - Radiation Control Technician		32.62
30461 - Technical Writer I		27.17
30462 - Technical Writer II		33.22
30463 - Technical Writer III		40.20
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		29.53
30502 - Weather Forecaster II		35.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.00
30621 - Weather Observer, Senior	(see 2)	26.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		13.35
31030 - Bus Driver		18.34
31043 - Driver Courier		17.03
31260 - Parking and Lot Attendant		13.24
31290 - Shuttle Bus Driver		15.82
31310 - Taxi Driver		13.86
31361 - Truckdriver, Light		18.37

31362 - Truckdriver, Medium	19.74
31363 - Truckdriver, Heavy	23.53
31364 - Truckdriver, Tractor-Trailer	23.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	12.89
99050 - Desk Clerk	12.05
99095 - Embalmer	30.15
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	15.52
99252 - Laboratory Animal Caretaker II	16.76
99260 - Marketing Analyst	29.96
99310 - Mortician	30.15
99410 - Pest Controller	19.49
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	19.44
99711 - Recycling Specialist	23.19
99730 - Refuse Collector	17.67
99810 - Sales Clerk	14.68
99820 - School Crossing Guard	15.98
99830 - Survey Party Chief	27.42
99831 - Surveying Aide	17.15
99832 - Surveying Technician	21.42
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	22.78
99842 - Vending Machine Repairer Helper	19.33

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, 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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))."