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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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5713
Revision No.: 31
Date Of Last Revision: 8/20/2026

State: Puerto Rico

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.13
01012 - Accounting Clerk II		13.62
01013 - Accounting Clerk III		15.70
01020 - Administrative Assistant		14.04
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		11.35
01042 - Customer Service Representative II		12.39
01043 - Customer Service Representative III		13.90
01051 - Data Entry Operator I		10.54
01052 - Data Entry Operator II		11.67
01060 - Dispatcher, Motor Vehicle		12.04
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		10.59
01112 - General Clerk II		11.56
01113 - General Clerk III		12.97
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		9.09
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		11.63

01300 - Scheduler, Maintenance	10.76
01311 - Secretary I	10.76
01312 - Secretary II	12.04
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.76
01410 - Supply Technician	14.04
01420 - Survey Worker	11.69
01460 - Switchboard Operator/Receptionist	10.50
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	10.50
07041 - Cook I	13.87
07042 - Cook II	15.39
07070 - Dishwasher	10.59
07130 - Food Service Worker	10.50
07210 - Meat Cutter	10.50
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.36
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.50
09110 - Furniture Repairer, Minor	15.36
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	10.50
11090 - Gardener	13.43
11122 - Housekeeping Aide	10.50
11150 - Janitor	10.50
11210 - Laborer, Grounds Maintenance	10.45
11240 - Maid or Houseman	10.50
11260 - Pruner	9.83
11270 - Tractor Operator	12.46
11330 - Trail Maintenance Worker	10.45
11360 - Window Cleaner	11.22
12000 - Health Occupations	
12010 - Ambulance Driver	13.22
12011 - Breath Alcohol Technician	13.41

12012 - Certified Occupational Therapist Assistant	16.72
12015 - Certified Physical Therapist Assistant	12.06
12020 - Dental Assistant	13.22
12025 - Dental Hygienist	21.44
12030 - EKG Technician	14.93
12035 - Electroneurodiagnostic Technologist	14.93
12040 - Emergency Medical Technician	13.22
12071 - Licensed Practical Nurse I	12.08
12072 - Licensed Practical Nurse II	13.92
12073 - Licensed Practical Nurse III	15.87
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	17.07
12160 - Medical Record Clerk	11.67
12190 - Medical Record Technician	15.49
12195 - Medical Transcriptionist	12.86
12210 - Nuclear Medicine Technologist	22.53
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	13.53
12236 - Optical Technician	12.86
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.55
12305 - Radiologic Technologist	15.62
12311 - Registered Nurse I	18.81
12312 - Registered Nurse II	23.01
12313 - Registered Nurse II, Specialist	23.01
12314 - Registered Nurse III	27.85
12315 - Registered Nurse III, Anesthetist	27.85
12316 - Registered Nurse IV	33.38
12317 - Scheduler (Drug and Alcohol Testing)	16.73
12320 - Substance Abuse Treatment Counselor	16.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.69
13012 - Exhibits Specialist II	21.90
13013 - Exhibits Specialist III	26.81
13041 - Illustrator I	17.69
13042 - Illustrator II	21.90
13043 - Illustrator III	26.81
13047 - Librarian	24.27
13050 - Library Aide/Clerk	14.08
13054 - Library Information Technology Systems Administrator	21.56
13058 - Library Technician	17.40
13061 - Media Specialist I	15.81
13062 - Media Specialist II	17.69
13063 - Media Specialist III	19.71
13071 - Photographer I	17.30
13072 - Photographer II	19.36
13073 - Photographer III	23.98
13074 - Photographer IV	29.33
13075 - Photographer V	35.49
13090 - Technical Order Library Clerk	18.74
13110 - Video Teleconference Technician	15.81
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		11.77
16030 - Counter Attendant		11.77
16040 - Dry Cleaner		13.03
16070 - Finisher, Flatwork, Machine		11.77
16090 - Presser, Hand		11.77
16110 - Presser, Machine, Drycleaning		11.77
16130 - Presser, Machine, Shirts		11.77
16160 - Presser, Machine, Wearing Apparel, Laundry		11.77
16190 - Sewing Machine Operator		13.47
16220 - Tailor		13.85
16250 - Washer, Machine		12.23
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.79
19040 - Tool And Die Maker		20.17
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.86
21030 - Material Coordinator		21.65
21040 - Material Expediter		21.65
21050 - Material Handling Laborer		11.87
21071 - Order Filler		11.26
21080 - Production Line Worker (Food Processing)		12.86
21110 - Shipping Packer		11.63
21130 - Shipping/Receiving Clerk		11.63
21140 - Store Worker I		11.71
21150 - Stock Clerk		14.40
21210 - Tools And Parts Attendant		12.86
21410 - Warehouse Specialist		12.86
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	19.60
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.60
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	17.11
23120 - Bicycle Repairer	14.32
23125 - Cable Splicer	18.56
23130 - Carpenter, Maintenance	14.28
23140 - Carpet Layer	16.19
23160 - Electrician, Maintenance	17.63
23181 - Electronics Technician Maintenance I	16.19
23182 - Electronics Technician Maintenance II	17.11
23183 - Electronics Technician Maintenance III	17.96
23260 - Fabric Worker	15.36
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	14.60
23311 - Fuel Distribution System Mechanic	17.96
23312 - Fuel Distribution System Operator	14.60
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	14.60
23392 - Gunsmith II	16.19
23393 - Gunsmith III	17.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.63
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	18.52
23430 - Heavy Equipment Mechanic	17.63
23440 - Heavy Equipment Operator	14.31
23460 - Instrument Mechanic	18.06
23465 - Laboratory/Shelter Mechanic	17.11
23470 - Laborer	11.87
23510 - Locksmith	16.79
23530 - Machinery Maintenance Mechanic	19.00
23550 - Machinist, Maintenance	17.63
23580 - Maintenance Trades Helper	10.98
23591 - Metrology Technician I	18.06
23592 - Metrology Technician II	18.99
23593 - Metrology Technician III	19.78
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.79
23760 - Painter, Maintenance	16.79
23790 - Pipefitter, Maintenance	17.63
23810 - Plumber, Maintenance	16.79
23820 - Pneudraulic Systems Mechanic	17.96
23850 - Rigger	17.96
23870 - Scale Mechanic	16.19
23890 - Sheet-Metal Worker, Maintenance	17.63
23910 - Small Engine Mechanic	16.19
23931 - Telecommunications Mechanic I	18.04
23932 - Telecommunications Mechanic II	18.88
23950 - Telephone Lineman	17.96
23960 - Welder, Combination, Maintenance	15.74
23965 - Well Driller	17.63
23970 - Woodcraft Worker	17.96
23980 - Woodworker	14.32

24000 - Personal Needs Occupations		
24550 - Case Manager		13.11
24570 - Child Care Attendant		10.50
24580 - Child Care Center Clerk		13.10
24610 - Chore Aide		10.50
24620 - Family Readiness And Support Services Coordinator		13.11
24630 - Homemaker		13.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		18.99
25040 - Sewage Plant Operator		17.11
25070 - Stationary Engineer		18.99
25190 - Ventilation Equipment Tender		13.54
25210 - Water Treatment Plant Operator		16.79
27000 - Protective Service Occupations		
27004 - Alarm Monitor		11.75
27007 - Baggage Inspector		10.50
27008 - Corrections Officer		11.87
27010 - Court Security Officer		11.89
27030 - Detection Dog Handler		11.75
27040 - Detention Officer		11.87
27070 - Firefighter		11.87
27101 - Guard I		10.50
27102 - Guard II		11.75
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		12.86
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.38
28510 - Recreation Aide/Health Facility Attendant		10.50
28515 - Recreation Specialist		17.82
28630 - Sports Official		11.46
28690 - Swimming Pool Operator		15.75
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.19
29020 - Hatch Tender		16.19
29030 - Line Handler		16.19
29041 - Stevedore I		15.08
29042 - Stevedore II		17.11
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
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	19.25
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	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
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	35.78
31020 - Bus Aide	8.17
31030 - Bus Driver	11.05
31043 - Driver Courier	9.74
31260 - Parking and Lot Attendant	7.65
31290 - Shuttle Bus Driver	8.86
31310 - Taxi Driver	9.08
31361 - Truckdriver, Light	10.50
31362 - Truckdriver, Medium	11.05
31363 - Truckdriver, Heavy	11.21
31364 - Truckdriver, Tractor-Trailer	11.21
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	10.50
99050 - Desk Clerk	15.26
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	15.68
99252 - Laboratory Animal Caretaker II	16.90
99260 - Marketing Analyst	26.78
99310 - Mortician	29.57
99410 - Pest Controller	17.78
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	11.76
99711 - Recycling Specialist	14.02
99730 - Refuse Collector	10.63
99810 - Sales Clerk	10.50
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	21.46

99831 - Surveying Aide	17.92
99832 - Surveying Technician	19.52
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	18.75
99842 - Vending Machine Repairer Helper	15.68

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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)).""