

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE J	PAGE OF PAGES 1 18
2. AMENDMENT/MODIFICATION NO. 0001	3. EFFECTIVE DATE 05-Sep-2003	4. REQUISITION/PURCHASE REQ. NO. W81EYN32183535	5. PROJECT NO.(If applicable)	
6. ISSUED BY CONTRACTING DIVISION PO BOX 532711 LOS ANGELES CA 90053-2325	CODE DACW09	7. ADMINISTERED BY (If other than item 6) See Item 6		
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)		<input checked="" type="checkbox"/>	9A. AMENDMENT OF SOLICITATION NO. DACW09-03-T-0015	
		<input checked="" type="checkbox"/>	9B. DATED (SEE ITEM 11) 03-Sep-2003	
			10A. MOD. OF CONTRACT/ORDER NO.	
			10B. DATED (SEE ITEM 13)	
CODE	FACILITY CODE			
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input checked="" type="checkbox"/> is extended, <input type="checkbox"/> is not extended. Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning <u>1</u> copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.				
12. ACCOUNTING AND APPROPRIATION DATA (If required)				
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.				
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).				
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:				
D. OTHER (Specify type of modification and authority)				
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) AMENDMENT IS BEING ISSUED TO ADD WAGE DETERMINATION NO: 94-2332 REV (19) AREA: NV,LAS VEGAS AND TO EXTEND BID DUE DATE AND TIME.				
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.				
15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)		
		TEL: _____ EMAIL: _____		
15B. CONTRACTOR/OFFEROR _____ (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY _____ (Signature of Contracting Officer)	16C. DATE SIGNED 05-Sep-2003	

EXCEPTION TO SF 30
APPROVED BY OIRM 11-84

30-105-04

STANDARD FORM 30 (Rev. 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

SUMMARY OF CHANGES

SECTION SF 1449 - CONTINUATION SHEET

SOLICITATION/CONTRACT FORM

The required response date/time has changed from 12-Sep-2003 04:30 PM to 17-Sep-2003 05:00 PM.

The following have been added by full text:

WAGE RATES/NEVADA

WAGE DETERMINATION NO: 94-2332 REV (19) AREA: NV,LAS VEGAS

WAGE DETERMINATION NO: 94-2332 REV (19) AREA: NV,LAS VEGAS
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
| WASHINGTON D.C. 20210
|
|
| Wage Determination No.: 1994-2332
William W.Gross Division of | Revision No.: 19
Director Wage Determinations | Date Of Last Revision: 06/03/2003

States: Arizona, [h0h2Nevada](#)
Area: Arizona County of Mohave
[h1h3Nevada](#) Counties of Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.85
01012 - Accounting Clerk II	11.06
01013 - Accounting Clerk III	13.22
01014 - Accounting Clerk IV	15.20
01030 - Court Reporter	13.73
01050 - Dispatcher, Motor Vehicle	13.15
01060 - Document Preparation Clerk	10.92
01070 - Messenger (Courier)	10.21
01090 - Duplicating Machine Operator	10.92
01110 - Film/Tape Librarian	12.01
01115 - General Clerk I	9.01
01116 - General Clerk II	10.63
01117 - General Clerk III	12.82

01118 - General Clerk IV
13.75
01120 - Housing Referral Assistant
15.92
01131 - Key Entry Operator I
10.25
01132 - Key Entry Operator II
14.27
01191 - Order Clerk I
10.62
01192 - Order Clerk II
11.74
01261 - Personnel Assistant (Employment) I
12.57
01262 - Personnel Assistant (Employment) II
13.55
01263 - Personnel Assistant (Employment) III
14.00
01264 - Personnel Assistant (Employment) IV
16.93
01270 - Production Control Clerk
14.36
01290 - Rental Clerk
12.09
01300 - Scheduler, Maintenance
12.63
01311 - Secretary I
13.17
01312 - Secretary II
13.73
01313 - Secretary III
15.44
01314 - Secretary IV
18.48
01315 - Secretary V
22.37
01320 - Service Order Dispatcher
12.26
01341 - Stenographer I
11.73
01342 - Stenographer II
12.63
01400 - Supply Technician
19.06
01420 - Survey Worker (Interviewer)
11.57
01460 - Switchboard Operator-Receptionist
11.18
01510 - Test Examiner
12.73
01520 - Test Proctor
13.17
01531 - Travel Clerk I
10.66
01532 - Travel Clerk II
11.32

01533 - Travel Clerk III
12.14
01611 - Word Processor I
11.89
01612 - Word Processor II
13.52
01613 - Word Processor III
15.11
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
15.83
03041 - Computer Operator I
14.06
03042 - Computer Operator II
16.05
03043 - Computer Operator III
16.83
03044 - Computer Operator IV
18.64
03045 - Computer Operator V
20.64
03071 - Computer Programmer I (1)
18.01
03072 - Computer Programmer II (1)
22.40
03073 - Computer Programmer III (1)
26.43
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
24.16
03102 - Computer Systems Analyst II (1)
26.51
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
15.83
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
19.22
05010 - Automotive Glass Installer
17.87
05040 - Automotive Worker
17.87
05070 - Electrician, Automotive
18.45
05100 - Mobile Equipment Servicer
16.33
05130 - Motor Equipment Metal Mechanic
19.22
05160 - Motor Equipment Metal Worker
17.87
05190 - Motor Vehicle Mechanic
18.74
05220 - Motor Vehicle Mechanic Helper
15.57

05250 - Motor Vehicle Upholstery Worker
17.11
05280 - Motor Vehicle Wrecker
17.87
05310 - Painter, Automotive
18.45
05340 - Radiator Repair Specialist
17.87
05370 - Tire Repairer
15.78
05400 - Transmission Repair Specialist
19.22
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
10.24
07010 - Baker
13.61
07041 - Cook I
12.49
07042 - Cook II
13.61
07070 - Dishwasher
10.24
07130 - Meat Cutter
16.43
07250 - Waiter/Waitress
10.74
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
18.45
09040 - Furniture Handler
14.79
09070 - Furniture Refinisher
16.46
09100 - Furniture Refinisher Helper
15.57
09110 - Furniture Repairer, Minor
17.11
09130 - Upholsterer
15.48
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
10.24
11060 - Elevator Operator
10.24
11090 - Gardener
12.49
11121 - House Keeping Aid I
9.77
11122 - House Keeping Aid II
10.28
11150 - Janitor
10.61
11210 - Laborer, Grounds Maintenance
11.28

11240 - Maid or Houseman
9.77
11270 - Pest Controller
13.99
11300 - Refuse Collector
11.27
11330 - Tractor Operator
11.87
11360 - Window Cleaner
11.13
12000 - Health Occupations
12020 - Dental Assistant
14.38
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
15.05
12071 - Licensed Practical Nurse I
12.84
12072 - Licensed Practical Nurse II
14.43
12073 - Licensed Practical Nurse III
16.14
12100 - Medical Assistant
12.40
12130 - Medical Laboratory Technician
14.43
12160 - Medical Record Clerk
10.57
12190 - Medical Record Technician
13.54
12221 - Nursing Assistant I
8.53
12222 - Nursing Assistant II
9.59
12223 - Nursing Assistant III
10.46
12224 - Nursing Assistant IV
11.72
12250 - Pharmacy Technician
12.14
12280 - Phlebotomist
13.81
12311 - Registered Nurse I
17.00
12312 - Registered Nurse II
20.81
12313 - Registered Nurse II, Specialist
20.81
12314 - Registered Nurse III
25.17
12315 - Registered Nurse III, Anesthetist
25.17
12316 - Registered Nurse IV
30.17
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
19.34

13011 - Exhibits Specialist I
17.78
13012 - Exhibits Specialist II
21.69
13013 - Exhibits Specialist III
22.76
13041 - Illustrator I
17.80
13042 - Illustrator II
22.07
13043 - Illustrator III
24.35
13047 - Librarian
24.43
13050 - Library Technician
14.06
13071 - Photographer I
13.36
13072 - Photographer II
15.11
13073 - Photographer III
18.44
13074 - Photographer IV
22.49
13075 - Photographer V
27.29
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
9.53
15030 - Counter Attendant
9.53
15040 - Dry Cleaner
12.34
15070 - Finisher, Flatwork, Machine
9.53
15090 - Presser, Hand
9.53
15100 - Presser, Machine, Drycleaning
9.00
15130 - Presser, Machine, Shirts
9.53
15160 - Presser, Machine, Wearing Apparel, Laundry
9.53
15190 - Sewing Machine Operator
13.16
15220 - Tailor
14.10
15250 - Washer, Machine
10.47
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.45
19040 - Tool and Die Maker
21.33
21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator
17.96
21020 - Material Coordinator
15.79
21030 - Material Expediter
14.36
21040 - Material Handling Laborer
11.36
21050 - Order Filler
13.11
21071 - Forklift Operator
14.94
21080 - Production Line Worker (Food Processing)
15.09
21100 - Shipping/Receiving Clerk
13.32
21130 - Shipping Packer
14.22
21140 - Store Worker I
12.78
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
15.81
21210 - Tools and Parts Attendant
15.14
21400 - Warehouse Specialist
15.14
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
19.68
23040 - Aircraft Mechanic Helper
15.94
23050 - Aircraft Quality Control Inspector
20.47
23060 - Aircraft Servicer
17.52
23070 - Aircraft Worker
18.30
23100 - Appliance Mechanic
18.45
23120 - Bicycle Repairer
15.78
23125 - Cable Splicer
26.74
23130 - Carpenter, Maintenance
19.44
23140 - Carpet Layer
20.89
23160 - Electrician, Maintenance
22.43
23181 - Electronics Technician, Maintenance I
17.28
23182 - Electronics Technician, Maintenance II
23.20
23183 - Electronics Technician, Maintenance III
25.55

23260 - Fabric Worker
17.22
23290 - Fire Alarm System Mechanic
19.22
23310 - Fire Extinguisher Repairer
16.33
23340 - Fuel Distribution System Mechanic
21.14
23370 - General Maintenance Worker
17.87
23400 - Heating, Refrigeration and Air Conditioning Mechanic
19.22
23430 - Heavy Equipment Mechanic
20.82
23440 - Heavy Equipment Operator
23.58
23460 - Instrument Mechanic
21.14
23470 - Laborer
11.36
23500 - Locksmith
19.06
23530 - Machinery Maintenance Mechanic
21.86
23550 - Machinist, Maintenance
19.22
23580 - Maintenance Trades Helper
15.57
23640 - Millwright
19.22
23700 - Office Appliance Repairer
18.96
23740 - Painter, Aircraft
18.45
23760 - Painter, Maintenance
18.45
23790 - Pipefitter, Maintenance
22.10
23800 - Plumber, Maintenance
21.22
23820 - Pneudraulic Systems Mechanic
19.72
23850 - Rigger
19.72
23870 - Scale Mechanic
18.12
23890 - Sheet-Metal Worker, Maintenance
21.74
23910 - Small Engine Mechanic
17.87
23930 - Telecommunication Mechanic I
20.63
23931 - Telecommunication Mechanic II
24.33
23950 - Telephone Lineman
20.63

23960 - Welder, Combination, Maintenance
19.22
23965 - Well Driller
20.63
23970 - Woodcraft Worker
19.72
23980 - Woodworker
16.81
24000 - Personal Needs Occupations
24570 - Child Care Attendant
12.74
24580 - Child Care Center Clerk
17.75
24600 - Chore Aid
9.73
24630 - Homemaker
19.78
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
19.22
25040 - Sewage Plant Operator
22.97
25070 - Stationary Engineer
19.22
25190 - Ventilation Equipment Tender
15.55
25210 - Water Treatment Plant Operator
23.53
27000 - Protective Service Occupations
(not set) - Police Officer
23.83
27004 - Alarm Monitor
15.20
27006 - Corrections Officer
21.68
27010 - Court Security Officer
19.46
27040 - Detention Officer
21.05
27070 - Firefighter
18.05
27101 - Guard I
10.24
27102 - Guard II
17.19
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
18.12
28020 - Hatch Tender
18.12
28030 - Line Handler
18.12
28040 - Stevedore I
15.81
28050 - Stevedore II
18.85

29000 - Technical Occupations
21150 - Graphic Artist
21.53
29010 - Air Traffic Control Specialist, Center (2)
29.10
29011 - Air Traffic Control Specialist, Station (2)
20.07
29012 - Air Traffic Control Specialist, Terminal (2)
22.09
29023 - Archeological Technician I
14.61
29024 - Archeological Technician II
16.33
29025 - Archeological Technician III
20.29
29030 - Cartographic Technician
21.51
29035 - Computer Based Training (CBT) Specialist/ Instructor
24.16
29040 - Civil Engineering Technician
22.44
29061 - Drafter I
15.60
29062 - Drafter II
18.01
29063 - Drafter III
20.29
29064 - Drafter IV
24.86
29081 - Engineering Technician I
14.63
29082 - Engineering Technician II
16.87
29083 - Engineering Technician III
23.33
29084 - Engineering Technician IV
24.00
29085 - Engineering Technician V
28.41
29086 - Engineering Technician VI
34.46
29090 - Environmental Technician
19.85
29100 - Flight Simulator/Instructor (Pilot)
27.17
29160 - Instructor
18.95
29210 - Laboratory Technician
18.25
29240 - Mathematical Technician
19.83
29361 - Paralegal/Legal Assistant I
16.00
29362 - Paralegal/Legal Assistant II
17.14

29363 - Paralegal/Legal Assistant III
21.39
29364 - Paralegal/Legal Assistant IV
25.85
29390 - Photooptics Technician
20.44
29480 - Technical Writer
18.95
29491 - Unexploded Ordnance (UXO) Technician I
18.49
29492 - Unexploded Ordnance (UXO) Technician II
22.37
29493 - Unexploded Ordnance (UXO) Technician III
26.81
29494 - Unexploded (UXO) Safety Escort
18.49
29495 - Unexploded (UXO) Sweep Personnel
18.49
29620 - Weather Observer, Senior (3)
18.77
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
16.92
29622 - Weather Observer, Upper Air (3)
16.92
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
15.32
31260 - Parking and Lot Attendant
11.11
31290 - Shuttle Bus Driver
15.69
31300 - Taxi Driver
12.92
31361 - Truckdriver, Light Truck
13.55
31362 - Truckdriver, Medium Truck
15.32
31363 - Truckdriver, Heavy Truck
17.20
31364 - Truckdriver, Tractor-Trailer
17.20
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
11.36
99030 - Cashier
10.29
99041 - Carnival Equipment Operator
11.87
99042 - Carnival Equipment Repairer
12.49
99043 - Carnival Worker
10.24
99050 - Desk Clerk
12.74
99095 - Embalmer
16.57

99300 - Lifeguard
 11.17
 99310 - Mortician
 18.22
 99350 - Park Attendant (Aide)
 14.09
 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
 11.17
 99500 - Recreation Specialist
 13.62
 99510 - Recycling Worker
 13.06
 99610 - Sales Clerk
 11.17
 99620 - School Crossing Guard (Crosswalk Attendant)
 10.24
 99630 - Sport Official
 11.17
 99658 - Survey Party Chief (Chief of Party)
 26.47
 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 20.65
 99660 - Surveying Aide
 15.06
 99690 - Swimming Pool Operator
 14.94
 99720 - Vending Machine Attendant
 11.33
 99730 - Vending Machine Repairer
 16.47
 99740 - Vending Machine Repairer Helper
 14.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day.

(A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE
{Standard Form
1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order

proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

(End of Summary of Changes)