Mc-Namara-O'Hara Service Contract Act (SCA)

Conformance Guide

U.S. Department of Labor
Wage and Hour Division

The SCA Conformance Guide was developed by the:
Branch of Service Contract, Wage Determinations
Employment Standards Administration
U. S. Department of Labor
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INTRODUCTION

The McNamara-O’Hara Service Contract Act (SCA) conformance process is a method in which contractors may propose job titles and wage rates to legally employ workers in occupations not listed in the wage determination (WD) applicable to the contract. The proposed wage rates should be reasonably relative to other occupational wage rates on the applicable WD. In addition, occupations listed in a WD cannot be conformed.

If an employee performs the duties of multiple classifications, the employer must pay the highest of such rates or the employer may segregate the work hours and pay accordingly (Section 4.169 of Regulations 29 CFR Part 4). Occupations cannot be conformed by subdividing or combining job classifications included in the WD.

The conformance request must be forwarded to the contracting agency no later than 30 days after employment has begun of workers in the occupation(s) to be conformed. However, if contractor bids are to estimate actual costs, contractors need to develop, for their own use, the conformance proposal prior to responding to requests for proposals or invitations for bids. [Submit such estimates to the contracting officer only, and not to the Wage and Hour Division]. It is then the responsibility of the contracting officer to submit the conformance request to the Department of Labor, Wage and Hour Division only after the contract is awarded. The Wage and Hour Division, does not conform job classifications where a position is vacant.

This SCA Conformance Guide is an effective tool for developing conformance wage rates. While utilizing this tool is not required for approval of conformance proposals, its use should increase your chances of success. Of course, there is no guarantee that such conformance requests will always be approved by the Wage and Hour Division. The SCA Conformance Guide assists anyone in conforming wage rates according to regulatory guidelines.
What You Need to Begin Your Conformance Process:

1. A copy of the contract's applicable WD to which the additional classifications are to be conformed.

2. A copy of the SCA Directory of Occupations (the Directory). Make sure the edition corresponds with the one utilized by the WD to which the additional occupations are to be added. This is indicated in the footnote included on each prevailing WD. Job description(s) may vary from one version of the Directory to the next. Be sure to read the description(s) rather than rely on position title(s). Note that this guide was designed to be used with WDs in the Fourth Edition format, and WD formats corresponding to later editions/supplements.

The Directory may be ordered from the U.S. Government's Superintendent of Documents. It may also be found on the Internet at:


3. Job description(s) for the occupation(s) to be conformed (see Appendix A—Guide to Developing Job Descriptions).

4. Federal Grade Equivalencies (FGEs) for the occupation(s) to be conformed (see Appendix B—Guidelines for Determining a FGE).

5. Schedule of Percentage of Wage Rate Differences by Grade (see Appendix C).

6. Indexing Previously Conformed Wage Rates (see Appendix F).

7. Standard Form 1444, Request for Authorization of Additional Classification and Rate. This form may be obtained from your Contracting Officer or Appendix G of this guide.
SCA CONFORMANCE GUIDE

HOW TO COMPLETE A SF-1444
(Request for Authorization of Additional Classification and Rate)

No.   Instructions
1.   Pre-printed on form.
2.   To be completed by Federal agency—contracting office mailing address.

The contractor completes items 3-15:
3.   Enter complete name and mailing address.
4.   Enter date of request.
5.   Enter contract number.
6.   Enter date bid opened. If not sure, call Contracting Officer to obtain.
7.   Enter date of contract award. If not sure, call Contracting Officer to obtain.
8.   Enter date contract work started.
9.   Enter date contract option exercised (if applicable).
10.  Enter name and address of subcontractor (if any).
11.  Enter summary of project’s statement of work.
12.  Enter location of project work (city, county, and state).
13.  Indicate all applicable WD and revision numbers including the date of each revision.
13 a. List the classification title and provide the job description for the work of the class being conformed. Also list the FGE and the source of the FGE for the classification being conformed.
13 b. Enter the proposed wage rate and rationale.
13 c. Enter the required fringe benefits already established on the applicable wage determination.
14.  Enter the signature(s) and title(s) of the subcontractor’s representative, if any. (Attach additional sheet if necessary.)
15.  Enter the signature and title of the prime contractor representative. If there is an official representative of the employee who is working under the proposed conformed rates, contact that individual and inform him/her of the conformance proposal (Section 4.6 (2)(i) of Regulations 29 CFR Part 4). Ask that individual to sign item Number 16 on the SF-1444, and indicate whether or not there is agreement with the conformance proposal, and the reasons for the position. Also, make sure the block in item 16 is checked.

If there is no duly elected representative, ask each employee working in the class being conformed to sign a separate sheet indicating: the occupation(s) to be conformed, the proposed rate(s), and employee’s agreement or disagreement with the proposal. Employees must also be offered an opportunity to explain their position(s).

Once the contractor has completed the form, send it to the Contracting Officer. Do not send directly to the Department of Labor, Wage and Hour Division.

The Contracting Officer then completes the bottom of the form, checking the applicable box, signing, dating, providing a commercial telephone number at which he/she may be reached, and presenting the agency recommendation and other relevant information as an attachment. If the Contracting Officer does not agree with any proposed classes or rates, a statement of the agency’s position and rationale must be attached.
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 16 AND SUBMIT THE REQUEST, IN DUPLICATE, TO THE CONTRACTING OFFICER

TO: ADMINISTRATOR, EMPLOYMENT STANDARDS ADMINISTRATION
   WAGE AND HOUR DIVISION
   U.S. DEPARTMENT OF LABOR
   WASHINGTON, D.C. 20210

3. CONTRACTOR
   Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

4. DATE OF REQUEST
   January 1, 2000

5. CONTRACT NUMBER
   ABC-3014-S

6. DATE OF OPENED (SEALED BIDDING)
   September 1, 1999

7. DATE OF AWARD
   November 1, 1999

8. DATE CONTRACT WORK STARTED
   December 1, 1999

9. DATE OPTION EXERCISED IF APPLICABLE (SQA ONLY)

10. SUBCONTRACTOR (IF ANY)
    N/A

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED)
    Performs duties at psychiatric facilities.

12. LOCATION (CITY, COUNTY AND STATE)
    Bay City, War County, USA

13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE INDICATED CLASSIFICATION(S) NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

   NUMBER
   00-67899 (revision 3)

   DATED
   March 1, 1999

A. LIST IN ORDER, PROPOSED CLASSIFICATION TITLES, JOB DESCRIPTION(S) DUTIES AND RATIONALE FOR PROPOSED CLASSIFICATION(S) (SQA ONLY)
   (USE FORMS OR ADDITIONAL SHEETS, IF NECESSARY)

   Psychiatric-Psychology Technician
   FGE = GS-6

   Job Description: Performs routine admission, transfer, and discharge duties, as appropriate at psychiatric facilities. Identifies behavior that may be at risk. Obtains histories, utilizing interviewing and observational skills.

   Rationale: Propose the wage rate of $11.53 because it's one grade lower than the Ultrasonographer in the broad occupational category of Health.

   \[
   \frac{12.95}{\text{Ultrasonographer Rate}} \times 0.89 \% \text{ to lower grade} \\]
   $11.53

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

15. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE

   Vice-President of Contracts

   John Doe

16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE

   \[\text{TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE-SEE FAR 22.1019 (SQA) OR FAR 22.406-3 (DBA))} \]

   THE INTERESTED PARTIES AGREED AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

   THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

   \[\text{DATE SUBMITTED} \quad \text{January 1, 2000} \]
CONFORMANCE PROCESS

1. Identify the occupation(s) not listed in the WD. According to the detailed job description(s), is the work to be performed within the scope of an occupation listed in the WD? [Consult the Directory to compare duties represented by an occupation(s) listed in the WD to the duties to be conformed.]

   - Yes, no conformance necessary
   - No, go to # 2

2. Is the occupation to be conformed a leader?

   - Yes, wage rates for leaders should reflect the additional level of duties and responsibilities.¹
   - No, go to # 3

3. Is the occupation to be conformed a helper, trainee, or lower level of an established job family listed in the WD?

   - Yes; helpers, trainees, and lower levels of established job families cannot be conformed
   - No, go to # 4

4. Determine the broad occupational category listed in the WD in which the occupation best fits and proceed with #5. For Example:

   - Administrative Support & Clerical
   - General Services & Support
   - Miscellaneous

5. Use the guidelines in Appendix B to determine the FGE of the occupation to be conformed.

6. Identify all the occupations in that broad occupational category with the same FGE as the occupation to be conformed. Use the Alphabetical Index of Occupational Titles of the Directory to obtain FGEs. Proceed with #7.

7. Is there only one class in that broad occupational category that has the same FGE as the occupation to be conformed?

   - Yes, propose this wage rate for the classification to be conformed.
   - No, go to # 8

¹ The Federal Government often compensates leaders at 110 percent of the subordinate rate.
8. Is there more than one classification in that broad occupational category that has the same FGE as the occupation to be conformed?

   - Yes, calculate the average rate for all the classes in the broad occupational category with the same FGE and propose this rate. Proceed with #13.
   - No, go to #9

9. There is no class in that broad occupational category with the same FGE. If there is only one FGE in that broad occupational category closest to the occupation to be conformed, go to #10. If there is more than one FGE equally close to the conformed FGE, go to #11

10. There is only one FGE in that broad occupational category closest* to the occupation to be conformed. For example, the occupation to be conformed is a GS-5 and there is only a GS-4 or a GS-6 in that broad occupational category.

   • Go to the "Schedule of Percentage of Wage Rate Differences by Grade" (Appendix C) to obtain the % to lower/higher grade.

       - To compute the rate multiply the WD rate for the occupation by the % to lower/higher grade. (This is the proposed conformed rate.).
       - Proceed with #13.

   *If the closest FGE in that broad occupational category is more than one grade higher or lower than the FGE of the class being conformed, move to the appropriate FGE rate one step at a time. For example, if the class you are trying to conform is a GS-8 and the closest FGE in that broad occupational category is a GS-6, multiply the GS-6 rate by the % to higher grade to obtain the GS-7 rate. Multiply the GS-7 rate by the % to higher grade to obtain the conformed GS-8 wage rate.

11. There is more than one FGE equally close to the conformed FGE. Determine which of the equally close occupations are more similar in job duties to the occupation to be conformed. Using Appendix C, calculate the % to lower/higher grade for the FGE of the occupation to be conformed. Propose this figure as the conformed wage rate and proceed with #13. If it is determined that the job duties of the equally close occupations are not similar to the conformed occupation, go to #12.

12. Using Appendix C, calculate the % to lower/higher grade for each FGE equally close in that broad occupational category. Average the computed figures. This average is the proposed conformed wage rate. Proceed with #13.

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2 Equally close means there is an equal number of grades between the FGE of the occupation to be conformed and the FGEs that are above and below it. For example, the occupation to be conformed is a GS-6 and the closest FGEs in that broad occupational category are a GS-3 and a GS-9.

3 If there is more than one wage rate for the same FGE in that broad occupational category, average all of the wage rates. Use this computed figure to obtain the next higher FGE wage rate.
13. Consult with the employee or their authorized representative to get concurrence/comments on the conformed rates. Agreement or disagreement of the employees involved or their authorized representative, should be obtained in good faith and included in the conformance proposal. Proceed with #14.

14. Complete the "Request for Authorization of Additional Classification and Rate" (SF-1444). While the Department of Labor has not prescribed a specific format for submittal of conformance requests, most Federal procurement agencies require use of the SF-1444. A blank copy of this form is provided in Appendix G of this guide. Regardless of the conformance request format used, the request should include all of the items explained in the tab titled "How to Complete A SF-1444." Proceed with #15.

15. Submit the conformance request including signatures from employees or their authorized representative, to the contracting officer. [The Wage and Hour Division, does not conform job classifications where a position is vacant.] Proceed with #16.

16. The contracting officer must sign the conformance request acknowledging the agreement or disagreement of all interested parties. It is then the responsibility of the contracting officer to submit the conformance request to the U. S. Department of Labor, Wage and Hour Division, only after the contract is awarded.
SELF-TESTS

Complete the following 11 conformance Self-Tests.

Before attempting to complete the Self-Tests you will need to familiarize yourself with information contained in the following titled tabs:

- SCA Conformance Process

- Appendix C . . .
  Schedule of Percentage of Wage Rate Differences by Grade

- Appendix D . . .
  Conformance Guide Wage Determination

- Appendix E . . .
  Conformance Guide Directory of Occupations

*NOTE*: Please be advised that the information provided in Appendices D and E is fictitious.
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed: Computer Visual Technician (Lead)

Job Description: Leads and supervises no more than five (5) Computer Visual Technicians. Requires extensive knowledge of computer programs and designs. Approves programs and designs prior to implementation. May make recommendations on how to improve designs and programs.

Federal Grade Equivalency: GS-12

WORKING SPACE

1. Broad Occupational Category:  

2. FGE: GS-12  

3. If similar, occupation compared to:  

4. Rate to be paid:  
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 1 THROUGH 18 AND SUBMIT THE REQUEST, IN QUADRUPLICATE, TO THE CONTRACTING OFFICER

1. TO: ADMINISTRATOR, EMPLOYMENT STANDARDS ADMINISTRATION
   WAGE AND HOUR DIVISION
   U.S. DEPARTMENT OF LABOR
   WASHINGTON, D.C. 20210

2. FROM (REPORTING OFFICE)
   Department of Contracts
   1234 Main Avenue
   Anytown, USA 00000-0000

3. CONTRACTOR
   Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

4. DATE OF REQUEST
   January 1, 2000

5. CONTRACT NUMBER
   ABC-3014-S

6. DATE BID OPENED (SEALED BIDDING)
   September 1, 1999

7. DATE OF AWARD
   November 1, 1999

8. DATE CONTRACT WORK STARTED
   December 1, 1999

9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)

10. SUBCONTRACTOR (IF ANY)
    N/A

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED)

   Leads and supervises Computer Visual Technicians.

12. LOCATION (CITY, COUNTY AND STATE)
    Bay City, Wave County, USA

13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE INDICATED CLASSIFICATION(S) NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

   NUMBER
   00-6789 (revision 3)

   DATED
   March 1, 1999

   w. WAGE RATE(s)
   $22.97

   c. PROFIT BENEFITS PAYMENTS
   $1.16

   APPROVED

Computer Visual Technician Lead  FGE = GS-12

Job Description: Leads and supervises no more than 5 Computer Visual Technicians. Requires extensive knowledge of computer programs and designs. Approves programs and designs prior to implementation. May make recommendations on how to improve designs and programs.

Rationale: Propose the rate of $22.97. It is often customary for the Federal Government to compensate leaders at 110% more than subordinates.

   GS-12= $20.88  Computer Visual Technician
   \times 1.10
   \$22.97

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

15. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE
    Vice-President of Contracts

16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE
    [Signature]

17. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE
    [Signature]

TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE—SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA))

☐ THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

☐ THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE
    [Signature]

TITLE AND COMMERCIAL TELEPHONE No.
    Contracting Officer - 555-2468

DATE SUBMITTED
    January 1, 2000
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed: Health Administrator's Helper

Job Description. Assists the Health Administrator in overseeing the daily functions of the health care facility.

Federal Grade Equivalency: GS-10

WORKING SPACE

1. Broad Occupational Category: ______________________________

2. FGE: GS-10

3. If similar, occupation compared to: ______________________________

4. Rate to be paid: __________________
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

CHECK APPROPRIATE BOX

[ ] SERVICE CONTRACT
[ ] CONSTRUCTION CONTRACT

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 2 THROUGH 16 AND SUBMIT THE REQUEST, IN DUPLICATE, TO THE CONTRACTING OFFICER

1. TO:

ADMINISTRATOR, EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

U.S. DEPARTMENT OF LABOR

WASHINGTON, D.C. 20212

2. FROM (REPORTING OFFICE):

Department of Contracts

1234 Main Avenue

Anytown, USA 00000-0000

3. CONTRACTOR:

Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

January 1, 2000

4. DATE OF REQUEST:

September 1, 1999

November 1, 1999

December 1, 1999

ABC-3014-S

N/A

5. CONTRACT NUMBER

6. DATE BIG OPENED (SEAL BOXED)

7. DATE OF AWARD

8. DATE CONTRACT WORK STARTED

9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)

10. SUBCONTRACTOR (IF ANY)

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED)

Assists the Health Administrator.

12. LOCATION (CITY, COUNTY AND STATE)

Bav City, Wave County, USA

12. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATER(S) FOR THE INDICATED CLASSIFICATION(S)

NUMBER

00-6789 (revision 3)

DATED

March 1, 1999

13. LIST IN ORDER: PROPOSED CLASSIFICATION TITLE(S), JOB DESCRIPTION(S), DUTIES AND RATIONALE FOR PROPOSED CLASSIFICATIONS (SCA ONLY)

(Job Description)

Health Administrator's Helper

FGE = GS-10

Rationale: Propose the rate of $15.99. It is the average of the GS-9 ($14.80) and the GS-11 rate ($17.17).

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

15. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE

Vice-President of Contracts

16. SIGNATURE AND TITLE OF EMPLOYEE OR REPRESENTATIVE

Health Administrator's Helper

TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE-SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA)

[ ] THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

[ ] THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE

John Doe

Contracting Officer - 555-246

DATE SUBMITTED

January 1, 2000

NOT APPROVED

Denial Rationale: Can't be conformed because single-leveled occupations in a WD are considered to be entry level positions with a minimum wage rate an employee can be paid. Therefore, the Wage and Hour Division will not conform helpers (Section 4.152 (c)(1) of Regulations 29 CFR Part 4).
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed: Wage & Hour Assistant Aide

Job Description: Receives and answers general telephone inquiries. Transcribes records and interview notes. Records back wage payments and installments.

Federal Grade Equivalency: GS-04

WORKING SPACE

1. Broad Occupational Category: 

2. FGE: GS-04 

3. If similar, occupation compared to: 

4. Rate to be paid: 

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 18 AND SUBMIT THE REQUEST, IN DUPLICATE, TO THE CONTRACTING OFFICER.

1. TO: ADMINISTRATOR, EMPLOYMENT STANDARD ADMINISTRATION
   WAGE AND HOUR DIVISION
   U. S. DEPARTMENT OF LABOR
   WASHINGTON, D. C. 20210

2. FROM (REPORTING OFFICE)
   Department of Contracts
   1234 Main Avenue
   Anytown, USA 00000-0000

3. CONTRACTOR
   Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

4. DATE OF REQUEST
   January 1, 2000

5. CONTRACT NUMBER
   ABC-3014-S

6. DATE BID OPENED (SEALED BIDDING)
   September 1, 1999

7. DATE OF AWARD
   November 1, 1999

8. DATE CONTRACT WORK STARTED
   December 1, 1999

9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)
   N/A

10. SUBCONTRACTOR (IF ANY)

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED)

   Provides administrative support and other clerical duties as assigned.

12. LOCALITY (CITY, COUNTY AND STATE)
   Bay City, Wave Country, USA

   NUMBER: 00-6789 (REVISION 3)  DATED: March 1, 1999

   Wage & Hour Assistant Aide  FGE = GS-4

   Job Description: Receives and answers general telephone inquiries. Transcribes records and interview notes. Records back wage payments & installments.

   Rationale: Propose the rate of $9.05, because the Wage & Hour Assistant Aide has the same FGE as the Transcriber.

   $9.05  $1.16

   NOT APPROVED

   Denial Rationale: Can't be confirmed because the lowest level of any occupation listed on the WD is considered to be an entry level position and establishment of a lower level through conformance is not permissible. Such employees must be paid no less than the wage rate in the WD, which is the minimum wage rate. (Section 4.152 (c)(1) of Regulations 29 CFR Part 4).

   Signature and Title of Subcontractor Representative (if any)
   John Doe  555-246  January 1, 2000

   Signature and Title of Objection Contractor Representative

   Wage & Hour Assistant Aide

   To be completed by the Contracting Officer (check as appropriate—see FAR 22.1019 (SCA) or FAR 22.406-3 (DBA)

   The interested parties agree and the Contracting Officer recommends approval by the Wage and Hour Division. Available information and
   Recommendations are attached.

   The interested parties cannot agree on the proposed classification and wage rate. A determination of the question by the Wage and Hour Division is
   therefore requested. Available information and recommendations are attached.

   Name of Contracting Officer or Representative
   555-246

   Title and Commercial Telephone No.

   Date Submitted
   January 1, 2000
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed: Lumber Cutter

Job Description: Fells trees using a chain saw. Examines trees to determine useability.

Federal Grade Equivalency: WG-10

WORKING SPACE

1. Broad Occupational Category: ________________________________

2. FGE: _______ WG-10

3. If similar, occupation compared to: ________________________________

4. Rate to be paid: ____________________
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 18 AND SUBMIT THE REQUEST, IN DUPLICATE, TO THE CONTRACTING OFFICER

1. TO: ADMINISTRATOR, EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION U.S. DEPARTMENT OF LABOR WASHINGTON, D.C. 20210

2. FROM (REPORTING OFFICER): Department of Contracts 1234 Main Avenue Anytown, USA 00000-0000

3. CONTRACTOR: Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

4. DATE OF REQUEST: January 1, 2000

5. CONTRACT NUMBER: ABC-3014-S

6. DATE BID OPENED (SEAL BIDDING): September 1, 1999

7. DATE OF AWARD: November 1, 1999

8. DATE CONTRACT WORK STARTED: December 1, 1999

9. SUBCONTRACTOR (IF ANY): N/A

10. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED): Cuts trees for use.

11. LOCATION (CITY, COUNTY AND STATE): Bay City, Wave County, USA

12. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATES FOR THE INDICATED CLASSIFICATION(S): NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

NUMBER: 00-6789 (revision 3) DATED: March 1, 1999

13. LIST IN ORDER, PROPOSED CLASSIFICATION TITLES; JOB DESCRIPTION; DUTIES; AND RATIONALE FOR PROPOSED CLASSIFICATIONS (SCA ONLY)

Lumber Cutter FGE = WG-10

Job Description: Fells trees using a chainsaw. Examines trees to determine usability.

Rationale: Propose the rate of $13.10 because the Lumber Cutter uses an ax to fell trees.

NOT APPROVED

Denial Rationale: Can't be conformed because the job duties of the Lumber Cutter fall within the scope of the Chainsaw Operator. Therefore, the Lumber Cutter must be paid the Chainsaw Operator rate of $14.71, which is the minimum wage rate that an employee can be paid (Section 4 152 (c)(1) of Regulations 29 CFR Part 4).

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY):

15. SIGNATURE AND TITLE OF RECEIVING CONTRACTOR REPRESENTATIVE: Vice-President of Contracts

16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE: 

CHECK APPROPRIATE BOX: 

☐ AGREE ☑ DISAGREE

TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE-SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA)

☐ THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

☐ THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE: John Doe

TITLE: Contracting Officer

DATE AND COMMERCIAL TELEPHONE NO: 555-246

DATE SUBMITTED: January 1, 2000
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed: Hot Presser

Job Description: Smoothes and flattens fabrics using a heated iron.

Federal Grade Equivalency: WG-02

WORKING SPACE
1. Broad Occupational Category: ____________________________

2. FGE:_________WG-02_________

3. If similar, occupation compared to: ____________________________

4. Rate to be paid: ________________
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 18 AND SUBMIT THE REQUEST, IN QUADRUPLICATE, TO THE CONTRACTING OFFICER

1. TO: ADMINISTRATOR, EMPLOYMENT STANDARDS ADMINISTRATION
   WAGE AND HOUR DIVISION
   U.S. DEPARTMENT OF LABOR
   WASHINGTON, D.C. 20210

2. FROM (REPORTING OFFICE)
   Department of Contracts
   1224 Main Avenue
   Anytown, USA 00000-0000

3. CONTRACTOR
   Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

4. DATE OF REQUEST
   January 1, 2000

5. CONTRACT NUMBER
   ABC-3014-S

6. DATE BID OPENED (SEALED BIDDING)
   September 1, 1999

7. DATE OF AWARD
   November 1, 1999

8. DATE CONTRACT WORK STARTED
   December 1, 1999

9. DATE OPTION EXERCISED (IF APPLICABLE) (GSA ONLY)

10. SUBCONTRACTOR (IF ANY)
    N/A

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED)
    Irons various fabrics.

12. LOCATION (CITY, COUNTY AND STATE)
    Bay City, W. Me County, USA

13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THIS CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATES FOR THE INDICATED CLASSIFICATION(S) NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION
    NUMBER: 00-6789 (revision 3)
    DATED: March 1, 1999

4. LIST IN ORDER, PROPOSED CLASSIFICATION TITLE(S), JOB DESCRIPTION(S), DUTIES, AND RATIONALE FOR PROPOSED CLASSIFICATIONS (GSA ONLY)

   (USE MINIMUM OF EIGHT HORIZONTAL LINES, IF NECESSARY)

   **Hot Presser**
   FGE = WG-2

   **Job Description:** Smoothes and flattens fabrics using a heated iron.

   **Rationale:** The Hot Presser and the Sorter fall under the same broad occupational category (Laundry, Dry Cleaning, Pressing), are similar in duties, and share the same FGE (WG-2).

   Therefore, propose the Sorter rate of $5.15.

5. WAGE RATE(S)
   $5.15

6. FRINGE BENEFITS PAYMENTS
   $1.16

7. APPROVED

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

15. SIGNATURE AND TITLE OF ISSUE CONTRACTOR REPRESENTATIVE
    Vice-President of Contracts

16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE
    Hot Presser

17. SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE
    John Doe
    Contracting Officer - 555-2468
    Date Submitted: January 1, 2000
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed: Referee

Job Description: Officiates at sporting events. Ensures that sporting events continue in an organized manner and all rules are followed correctly.

Federal Grade Equivalency: GS-05

1. Broad Occupational Category: 

2. FGE: GS-05

3. If similar, occupation compared to: 

4. Rate to be paid: 

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 10 AND SUBMIT THE REQUEST, IN QUADRUPlicate, TO THE CONTRACTING OFFICER

1. TO: ADMINISTRATION, EMPLOYMENT STANDARDS ADMINISTRATION
   WAGE AND HOUR DIVISION
   U.S. DEPARTMENT OF LABOR
   WASHINGTON, D.C. 20210

2. FROM (REPORTING OFFICE)

   Department of Contracts
   1234 Main Avenue
   Anytown, USA 00000-0000

3. CONTRACTOR

   Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000
   January 1, 2000

4. DATE OF REQUEST

5. CONTRACT NUMBER

   ABC-3014-S

6. DATE BID OPENED (SEAL BIDDING)

   September 1, 1999

7. DATE OF AWARD

   November 1, 1999

8. DATE CONTRACT WORK STARTED

   December 1, 1999

9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)

10. SUBCONTRACTOR (IF ANY)

    N/A

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED)

    Officiates at sporting events.

12. LOCATION (CITY, COUNTY & STATE)

    Bay City, Wave County, USA

13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE INDICATED CLASSIFICATION(S)

    NUMBER: 00-6789 (revision 3)
    DATED: March 1, 1999

   [Use reverse of this schedule (above) if necessary]

   Referee

   FGE = GS-5

   Job Description: Officiates at sporting events. Ensures that sporting events continue in an organized manner and all rules are followed correctly.

   Rationale: The Referee falls under the broad occupational category of Miscellaneous and shares the same FGE as the Auctioneer (GS-5) and Disc Jockey (GS-5). Average the wage rates for the Auctioneer and Disc Jockey to obtain the proposed rate of $7.12 for the Referee.

   Auctioneer GS-5 $7.43
   Disc Jockey GS-5 $6.81
   $7.12

   $14.24

   2 $14.24

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

   [Signature]
   Vice-President of Contracts

15. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE

   [Signature]
   Referee

   CHECK APPROPRIATE BOX REFERENCING BLOCK 13
   □ AGREE
   □ DISAGREE

TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE-SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA)

☐ THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

☐ THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE

[Signature]
John Doe
Contracting Officer - 555-2468

DATE SUBMITTED
January 1, 2000

STANDARD FORM 1444 (1967)
Prepared by GSA
FAX (14) (832) 522-2291
444 M5
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed: Wine Presser

Job Description: Presses juice from grapes using the feet for the preparation of wine.

Federal Grade Equivalency: WG-06

WORKING SPACE

1. Broad Occupational Category: ____________________________

2. FGE: WG-06 __________________

3. If similar, occupation compared to: ____________________________

4. Rate to be paid: __________________
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 16 AND SUBMIT THE REQUEST, IN DUPLICATE, TO THE CONTRACTING OFFICER.

1. TO: ADMINISTRATOR, EMPLOYMENT STANDARDS ADMINISTRATION
   WAGE AND HOUR DIVISION
   U. S. DEPARTMENT OF LABOR
   WASHINGTON, D. C. 20210

2. FROM (REPORTING OFFICE): Department of Contracts
   1234 Main Avenue
   Anytown, USA 00000-0000

3. CONTRACTOR: Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

4. DATE OF REQUEST: January 1, 2000

5. CONTRACT NUMBER: ABC-3014-S

6. DATE BID OPENED (SEALED BIDG): September 1, 1999

7. DATE OF AWARD: November 1, 1999

8. DATE CONTRACT WORK STARTED: December 1, 1999

9. DATE OPTION EXERCISED (IF APPLICABLE) (SICA ONLY): N/A

10. SUBCONTRACTOR (IF ANY): N/A

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED):

   Makes wine from grapes.

12. LOCATION (CITY, COUNTY AND STATE):

   East City, Wave County, USA

13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATES FOR THE INDICATED CLASSIFICATION(S)

   NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

   NUMBER: 00-0789 (revision 3)

   DATED: March 1, 1999

   (Use reverse or attach additional sheets, if necessary)

   Wine Presser

   FGE = WG-6

   Job Description: Presses juice from grapes using his/her feet for the preparation of wine.

   Rationale: There is no class in the broad occupational category (Food Preparation and Service) with the same FGE (WG-6). The closest FGE in that broad occupational category is a WG-5 ($7.50). Multiply the percent to higher grade (1.06%) to the WG-5 rate of $7.50 to obtain the WG-6 rate of $7.95.

   $7.50 x 1.06 %

   $7.95

   Candy Maker

   $7.95

   APPROVED

   Vice-President of Contracts

   Wine Presser

   Signature and Title of Subcontractor Representative

   Signature and Title of Prime Contractor Representative

   Title: Wine Presser

   TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE—SEE FAR 22.1019 (SICA) OR FAR 22.406-3 (DIBA))

   THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

   THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

   Signature of Contracting Officer or Representative

   John Doe

   Contracting Officer: 555-2468

   Date Submitted: January 1, 2000
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

*Occupation To Be Conformed:*  
**Unit Clerk (Hospitals & Medical Centers)**

*Job Description:*  
Files and maintains patient records. Answers unit telephone and call buttons. Arranges patient schedules of laboratory and radiology tests. Reviews patient records, ensuring the presence of required reports and documentation before final submission to Medical Records. Transcribes medical reports and completes insurance forms.

*Federal Grade Equivalency:*  
**GS-05**

---

**WORKING SPACE**

1. Broad Occupational Category: ________________________________

2. FGE: ________ **GS-05**

3. If similar, occupation compared to: ________________________________

4. Rate to be paid: ________________
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 12 AND SUBMIT THE REQUEST, IN DUPLICATE, TO THE CONTRACTING OFFICER.

1. TO: ADMINISTRATOR, EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C. 20210

2. FROM (REPORTING OFFICE)
Department of Contracts
1234 Main Avenue
Anytown, USA 00000-0000

3. CONTRACTOR
Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

4. DATE OF REQUEST
January 1, 2000

5. CONTRACT NUMBER
ABC-3014-S

6. DATE BID OPENED (SEALED BIDDING)
September 1, 1999

7. DATE OF AWARD
November 1, 1999

8. DATE CONTRACT WORK STARTED
December 1, 1999

9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)

N/A

10. SUBCONTRACTOR (IF ANY)
Provides clerical support in hospitals and medical centers.

11. LOCATION (CITY, COUNTY AND STATE)
Bay City, Wave County, USA

12. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE “VOS” CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATES: FOR THE INDICATED CLASSIFICATION(S);
NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

NUMBER: 00-6789 (revision 3)
DATED: March 1, 1999

(a) LIST IN ORDER, PROPOSED CLASSIFICATION TITLE(S), JOB DESCRIPTION(S), DUTIES, AND RATIONALE FOR
PROPOSED CLASSIFICATIONS (SCA ONLY)

(b) WAGE RATES

(c) RANGE BENEFITS PAYMENTS

$10.26

$1.16

Unit Clerk
FGE = GS-5

Job Description: Files and maintains patient records. Answers unit telephone and call buttons. Arranges patient schedules of laboratory and radiology tests. Reviews patient records, ensuring the presence of required reports and documentation before final submission to Medical Records. Transcribes medical reports and completes insurance forms.

Rationale: There is no class in the broad occupational category (Health) with the same FGE. There is one FGE closest to the conforming classification but it is more than one grade away from the conforming FGE (GS-5). The closest FGE to the proposed conforming FGE is a GS-7. Moving one step at a time, use the percent to lower grade to calculate the GS-5 wage rate. GS-7 = $12.95 GS-6 = $11.53 GS-5 = $10.26

\[
\text{GS-5} = \frac{12.95}{11.53} \times 0.89 = 10.26
\]

13. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

14. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE

15. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE

16. TITLE
Unit Clerk

17. CHECK APPROPRIATE BOX REFERRING TO QUESTION 13
X AGREE

18. SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE

19. TITLE AND COMMERCIAL TELEPHONE NO.
Contracting Officer - 555-2468

20. DATE SUBMITTED
January 1, 2000

APPROVED

Vice-President of Contracts

TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE-SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA))

☐ THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

☐ THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

STANDARD FORM 1441 (10/07)
Prepared by SCA
Fdt 04 (CPB) 12/2020
1441-917
SELF-TEST No. 9

Conformance

Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed: Petrographer

Job Description: Studies the source, formation, changes, and structure of rocks. Also describes and classifies rocks.

Federal Grade Equivalency: GS-08

WORKING SPACE

1. Broad Occupational Category: ________________________________

2. FGE: ________ GS-08 ______________

3. If similar, occupation compared to: ________________________________

4. Rate to be paid: ______________
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

<table>
<thead>
<tr>
<th>Case</th>
<th>Title</th>
<th>Number of Employees</th>
<th>Wage Rate</th>
<th>Fringe Benefits Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Petrographer</td>
<td>FGE = GS-8</td>
<td>1</td>
<td>$15.01</td>
<td>$1.16</td>
</tr>
</tbody>
</table>

**Job Description:** Studies the source, formation, changes, and structure of rocks. Also describes and classifies rocks.

Rationale: The closest FGEs to the proposed conformed rate are GS-7 (Petrocollector & Viniculturist) and GS-9 (Acarologist & Taxidermist). The Petrographer is more similar to the Petrocollector in duties. Therefore, multiply the Petrocollector rate ($13.52) by the percent to higher grade (1.11%) to obtain the proposed GS-8 rate of $15.01.

\[
\begin{align*}
\text{\$13.52 & Petrocollector} \\
\times & 1.11 \% \text{ to higher grade} \\
\text{\$15.01} & 
\end{align*}
\]

**Approved by Vice-President of Contracts:**

---

**TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE SEE FAR 22.1019 (SCA) OR FAR 22.406-3 (DBA))**

- [ ] The interested parties agree and the contracting officer recommends approval by the wage and hour division. Available information and recommendations are attached.
- [ ] The interested parties cannot agree on the proposed classification and wage rate. A determination of the question by the wage and hour division is therefore requested. Available information and recommendations are attached.

**Signature of Contracting Officer or Representative:**

- [ ] Agree
- [ ] Disagree

**Signature and Title of Subcontractor Representative (if any):**

**Signature and Title of Prime Contractor Representative:**

---

**Check Appropriate Box:**

- [x] Service Contract
- [ ] Construction Contract

---

**Note:** The contractor shall complete items 3 through 16 and submit the request in quadruplicate to the contracting officer.
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed:  

Aesthetician

Job Description:  
Treats and cleanses the face by removing oil and dirt from pores. Waxes the face removing unwanted hair. Moisturizes the face with a variety of oils, lotions, and creams.

Federal Grade Equivalency:  

WG-06

WORKING SPACE

1. Broad Occupational Category: ________________________________

2. FGE: ___________ WG-06

3. If similar, occupation compared to: ________________________________

4. Rate to be paid: _____________________
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 2 THROUGH 18 AND SUBMIT THE REQUEST, IN QUADRUPLICATE, TO THE CONTRACTING OFFICER.

1. TO: ADMINISTRATOR, EMPLOYMENT STANDARDS ADMINISTRATION
   Wage and Hour Division
   U.S. Department of Labor
   Washington, D.C. 20210

2. FROM (REPORTING OFFICE):
   Department of Contracts
   1234 Main Avenue
   Anytown, USA 00000-0000

3. DATE OF REQUEST: January 1, 2000

4. CONTRACTOR:
   Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

5. CONTRACT NUMBER:
   ABC-3014-S

6. DATE OF AWARD:
   November 1, 1999

7. DATE CONTRACT WORK STARTED:
   December 1, 1999

8. SUBCONTRACTOR (IF ANY):
   N/A

9. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED):

   Provides facial services.

10. LOCATION (CITY, COUNTY AND STATE):

    Bay City, Wave County, USA

11. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATES FOR THE INDICATED CLASSIFICATIONS:

   NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

   NUMBER:
   00-6789 (revision 3)

   DATED:
   March 1, 1999

   A. LIST IN ORDER, PROPOSED CLASSIFICATION TITLES, JOB DESCRIPTION, DUTIES, AND RATIONALES FOR PROPOSED CLASSIFICATIONS (SCA ONLY):

   (Use reverse of back attachment sheet, if necessary)

   Aesthetician
   FGE = WG-6

   Job Description: Treats and cleans the face by removing oil and dirt from pores. Waxes the face to remove unwanted hair. Moisturizes the face with a variety of oils, lotions, and creams.

   Rationale: The closest FGEs to the proposed confirmed FGE are a WG-5 and a WG-7. The Aesthetician is not similar in job duties to the Shampoo Person (WG-5) nor the Manicurist (WG-7) or Pedicurist (WG-7). Multiply the WG-5 wage rate ($5.28) by the % to higher grade (1.05). Multiply the WG-7 rate by the percent to lower grade (.95). Average these two computed figures to obtain the WG-6 wage rate.

   WG-7= $8.30
   x .95
   = 7.8850

   WG-5= $5.28
   x 1.06
   = 5.5968

   4150
   3168
   = $13.4818

   74700
   52800
   = $6.7409

   7.8850
   5.5968
   = $13.4818

   2

   $6.74
   $1.16

   APPROVED

   Signature and Title of Subcontractor Representative

   Signed: Vice-President of Contracts

   Signature and Title of Prime Contractor Representative

   Signed: Title: Aesthetician

   Signature and Title of Contracting Officer

   Signed: John Doe

   Contracting Officer: 555-2468

   Date Submitted: January 1, 2000

   Standard Form 1444 (4/77)
   Prepared by GSA
   Fair 114 (OCT 15, 2020)
   1444-181
Instructions: Complete the following self-test using the SCA Conformance Process. You may check your answers on the reverse side of this page.

Occupation To Be Conformed: Costumer (Position is Vacant)

Job Description: Designs, makes, and sells original costumes.

Federal Grade Equivalency: GS-07

WORKING SPACE

1. Broad Occupational Category: ____________________________

2. FGE: _______ GS-07 ___________________

3. If similar, occupation compared to: ____________________________

4. Rate to be paid: ___________________
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

NOTE: THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 16 AND SUBMIT THE REQUEST, IN DUPLICATE, TO THE CONTRACTING OFFICER.

1. TO: ADMINISTRATOR, EMPLOYMENT STANDARDS ADMINISTRATION
   WAGE AND HOUR DIVISION
   U.S. DEPARTMENT OF LABOR
   WASHINGTON, D.C. 20210

2. FROM: (REPORTING OFFICE)
   Department of Contracts
   1234 Main Avenue
   Anytown, USA 00000-0000

3. CONTRACTOR
   Imaginary, Inc. - 910 Seashell Rd. - Tide County, USA 00000-0000

4. DATE OF REQUEST
   January 1, 2000

5. CONTRACT NUMBER
   ABC-3014-S

6. DATE BID OPENED (SEALED BID OPENING)
   September 1, 1999

7. DATE OF AWARD
   November 1, 1999

8. DATE CONTRACT WORK STARTED
   December 1, 1999

9. DATE OPTION EXERCISED (IF APPLICABLE) (SCA ONLY)
   N/A

10. SUBCONTRACTOR (IF ANY)
    N/A

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED)
    Provides support in making costumes.

12. LOCATION (CITY, COUNTY AND STATE)
    Bay City, Wave County, USA

13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE INDICATED CLASSIFICATION(S) NOT INCLUDED IN THE DEPARTMENT OF LABOR DETERMINATION

   NUMBER: 00-6789 (revision 3)
   DATED: March 1, 1999

   (Use reverse or attach additional sheets if necessary)

   Costumer
   FGE = GS-7
   Job Description: Designs, makes, and sells original costumes.

   $11.59
   $1.16

   NOT APPROVED

   Denial Rationale: Can't be conforming because the Wage and Hour Division does not conform job classifications where the position is vacant (Section 4.6 (2)(i) of Regulations 29 CFR Part 4). A rationale must also be provided.

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)
    VACANT

15. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE
    Vice-President of Contracts

16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE
    John Doe
    Costumer

TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE—SEE FAR 22.1015 (SCA) OR FAR 22.406-3 (DBA))

☐ THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

☐ THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

SIGNATURE OF CONTRACTING OFFICER OR REPRESENTATIVE

[Signature]

DATE SUBMITTED
January 1, 2000

NOTE: THIS FORM MAY BE MODIFIED TO MEET THE SPECIFIC NEEDS OF THE CONTRACTING OFFICE.
GUIDE TO DEVELOPING JOB DESCRIPTIONS

Job Descriptions should:

1. Clearly explain the primary job duties, including the scope or level of work to be performed. Duties are best described by using active verbs (i.e. develops plans; services; and repairs).

2. Cover the skills required as measured by their degree of difficulty (i.e., unskilled, low skilled, high-skilled jobs), extent of on-the-job experience required, and how long it generally takes to attain expert status.
GENERAL GUIDELINES FOR DETERMINING AN FGE

Determine the broad occupational category in the Directory in which the new occupations best fits. Then assess the skill and knowledge levels of the job, the level of responsibility, and the scope of work. To determine the appropriate FGE, utilize the FGE for a comparable occupation in the Directory. Leaders share the lower level occupation's FGE.

1. Skill and Knowledge Levels

Compare the new occupation with similar jobs in the Directory. Consider the following factors:

- a logical relationship exists between the new job and jobs in the WD that have already been rated
- similar skill levels exist
- similar types of equipment are utilized

When the above factors match, note the FGEs found in the Directory for those occupations.

2. Level of Responsibility

Compare the job description of the new position with related descriptions of occupations listed in the SCA Directory. Consider the following factors:

- the amount of independence
- the degree of direct supervision required
- the difficulty and frequency of judgments/decisions required
- the nature of work instructions and technical guides used
- the amount of decision making required

3. Scope of Work

Consider the following factors:

- where does the new position fit within the organizational structure?
- does the new job require responsibility for an entire process or just a piece of the process?
## SCHEDULE OF PERCENTAGE OF WAGE RATE DIFFERENCES BY GRADE

<table>
<thead>
<tr>
<th>Wage Grade (WG)</th>
<th>Non-Appropriated Funds (NAF)</th>
<th>General Schedule (GS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRADE ON WD</td>
<td>% TO HIGHER GRADE</td>
<td>% TO LOWER GRADE</td>
</tr>
<tr>
<td>1</td>
<td>-</td>
<td>.92</td>
</tr>
<tr>
<td>2</td>
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** Fringe Benefits Required For All Occupations Included In This Wage Determination Follow The Occupational Listing **

### OCCUPATIONAL CODE AND TITLE

#### ADMINISTRATIVE SUPPORT AND CLERICAL:

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** PLANT AND SYSTEM OPERATION: 

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** STEVEDORING/LONGSHOREMEN SERVICE: 

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** TRANSPORTATION/MOBILE EQUIPMENT OPERATION: 

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** Fringe Benefits Required For All Occupations Included In This Wage Determination Follow The Occupational Listing **

** HEALTH & WELFARE: ** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, and savings and thrift plans. Minimum employer contributions costing an average of $1.16 per
hour computed on the basis of all hours worked by service employees on the contract. May include such benefits as severance pay.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years; 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 predecessor contractors in the performance of similar work at the same Federal facility. (See CFR 4.173)

HOLIDAYS: 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)

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 29 CFR 4.156)

2/ APPLICABLE TO SECRET SERVICE ONLY - Night Pay & Sunday Pay: If you work at night as a 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 employee (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).

** 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 maintain (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 $4.25 per week (or $.85 per day). However, in these instances where the uniform 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 Titles and Descriptions:

The duties of employees under job titles listed in this Wage Determination are fictitious and were developed to use as a guide in learning and practicing SCA’s Conformance process. A description of the job titles listed in this Wage Determination can be found in Appendix E of SCA’s Conformance Guide.

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 data 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(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U. S. Department of Labor, for review and approval. (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.
TITLES AND DESCRIPTIONS OF CATEGORIES

* This Guide is organized by the Numerical Codes, Titles, and FGEs.
### ALPHABETICAL INDEX OF OCCUPATIONAL TITLES

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<td>Puppeteer</td>
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<td>LAUNDRY, DRY CLEANING, PRESSING</td>
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<td>Sorter</td>
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<td>1000</td>
<td>MACHINE TOOL OPERATION AND REPAIR</td>
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<td>1001</td>
<td>Chain Saw Operator</td>
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<td>MATERIALS HANDLING AND PACKING</td>
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<td>1101</td>
<td>Dolly Operator</td>
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<td>MECHANICS AND MAINTENANCE AND REPAIR</td>
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<tr>
<td>1201</td>
<td>Door Stop Maker</td>
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<td>1221</td>
<td>Hygrometer</td>
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<td>Trencher</td>
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</tbody>
</table>
1300 PERSONAL NEEDS

1301 Cosmetician
1311 Manicurist
1321 Masseur/Masseuse
1331 Pedicurist
1341 Shampoo Person

1400 PLANT AND SYSTEM OPERATION

1401 Duct Tender

1500 PROTECTIVE SERVICE

1501 Bodyguard
1511 Bouncer
1521 Calaboose Attendant
1531 Fire Box Attendant
1541 Secret Service Person

1600 STEVEDORING/LONGSHOREMAN SERVICE

1601 Platform Attendant

1700 TECHNICAL

1701 Acarologist
1711 Petrocollector
1721 Taxidermist
1731 Tragedian
1741 Viniculturist

1800 TRANSPORTATION/MOBILE EQUIPMENT OPERATION

1801 Race Car Driver
1811 Skywriter
1821 Tour Bus Driver/Guide
1831 Train Conductor
1841 Train Worker
<table>
<thead>
<tr>
<th>Code</th>
<th>Occupation</th>
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<tr>
<td>9900</td>
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<tr>
<td>9901</td>
<td>Auctioneer</td>
<td>GS - 05</td>
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<tr>
<td>9911</td>
<td>Crier</td>
<td>GS - 02</td>
</tr>
<tr>
<td>9921</td>
<td>Disc Jockey</td>
<td>GS - 05</td>
</tr>
<tr>
<td>9931</td>
<td>Map Maker</td>
<td>GS - 07</td>
</tr>
<tr>
<td>9941</td>
<td>Ticketeer</td>
<td>GS - 03</td>
</tr>
</tbody>
</table>
0100 ADMINISTRATIVE SUPPORT AND CLERICAL

This category includes occupations concerned with preparing, transcribing, and maintaining written communications and records. Gathers, stores, and distributes information. Answers and responds to telephone inquiries. Performs other administrative support and clerical duties as assigned.

0101 GOFER I
Runs errands and other duties as assigned.

0102 GOFER II
Runs specialized errands and other duties as assigned.

0111 TRANSCRIPTIONER
Transfers information from one recording and storing system to another.

0121 WAGE & HOUR ASSISTANT I
Receives, develops, and processes oral and written complaints. Makes back wage computations during investigations. Maintain and follow-up on back wage payment and installments.

0122 WAGE & HOUR ASSISTANT II
Responds to telephone and written inquiries. Interviews complainants. Completes intake forms and interview statements, determines what information is pertinent. May accompany investigators on-site to assist in interviewing and gathering facts for use in the investigation. Prepares reports and forms documenting work completed. Performs other related duties as assigned.

0200 AUTOMATIC DATA PROCESSING

This category includes occupations concerned with the utilization of the computer for analysis and other technical processes. Writes and interprets programs in computer languages. Creates graphic designs and 3-D images. Performs other tasks as needed.

0201 COMPUTER AXIAL TOMOGRAPHER
Constructs and produce 3-D images.

0211 COMPUTER LINGUIST
Writes and interprets computer language.
0221 COMPUTER VISUAL TECHNICIAN
Programs computers to create graphic designs or pictures.

0300 AUTOMOTIVE SERVICE

This category includes occupations concerned with servicing automobiles, trucks, and other motor vehicles. It includes such activities as automobile painting, rust removal, and tire retreading and repairing. Enhances, repairs, and replaces glass.

0301 GEAR ATTENDANT
Repairs and adjusts multi-gears that produce motion to allow a change in a direction/speed.

0311 RUST REMOVER
Removes rust to refine metallic surfaces and return to its natural luster.

0321 TIRE TECHNICIAN
Fabricates tires using rubber, nylon, fiberglass, and other materials. Fills tires with compressed air.

0331 WINDOW RESTORER
Removes, replaces, and reseals glass. May make house calls using company vehicles.

0341 WINDOW TINTER
Alters the original color of windows using various shades of film.

0400 FOOD PREPARATION AND SERVICE

This category includes occupations concerned with preparing and serving food and beverages. May work in canneries, delicatessens, bars, restaurants, or candy factories.

0401 CANDY MAKER
Makes sweet confections made of sugar or corn syrup combined with chocolate, nuts, fruit, and dairy products.

0411 CANNERY WORKER
Cans meats, fruits, and vegetables.

0421 FOOD & WINE TASTER
Sample food and wine to ensure a high level of quality.
0431 SANDWICH MAKER
Prepares sandwiches, filling an assortment of breads with meat, cheese, jam or various fixings.

0441 TAPSTER
Serves alcoholic and nonalcoholic beverages to consumers.

0500 FURNITURE MAINTENANCE AND REPAIR

This category includes occupations concerned with maintaining, repairing, and enhancing furniture. Treats furniture surfaces using paints, dyes, and lacquers.

0501 PAINTER
Applies paint to furniture to add or change color.

0511 POLISHER
Uses wax and other chemicals to smooth and shine various types of furniture surfaces.

0521 STAINER
Applies dyes, lacquers, and other finishes to wood to alter and/or enhance its original color.

0531 UPHOLSTERER
Removes and replaces (furniture) stuffing, springs cushions and covering fabrics.

0600 GENERAL SERVICES AND SUPPORT

This category includes occupations concerned with moving and handling materials (e.g. loading, unloading, hauling, hoisting, carrying, mixing). Sweeps and cleans streets using common handtools and power equipment. Performs other tasks/accommodations as needed.

0601 ADHESIVE MIXER
Mixes various adhesive materials such as cement, mortar, tar, etc.

0611 BELL HOP
Transports luggage and runs errands as a service to hotel guests.
0621 CONCIERGE
Greets and accommodates the needs of hotel guests. Excludes carrying luggage and running errands.

0631 STREET SWEEPER/CLEANER
Sweeps and cleans streets by removing leaves and other debris from sewage drains and main thoroughfares.

0700 HEALTH

This category includes occupations concerned with providing health and allied services to assist physicians and other medical practitioners by caring for patients and planning and preparing diets. Manages the overall activities of the health care facility. Performs other health related duties as needed.

0701 AUTOPSIST
Examines a corpse to determine cause of death.

0711 CANDY STRIPER
Accommodates hospital patients by providing leisurely activities.

0721 DIETICIAN
Plans, prepares, and researches dieting habits for health and hygiene purposes.

0731 HEALTH ADMINISTRATOR
Manages and oversees the overall operation of the health care facility.

0741 ULTRASONOGRAPHER
Uses ultrasonic sound waves to view internal body structures.

0800 INFORMATION AND ARTS

This category includes occupations concerned with the communication of information and ideas through verbal/nonverbal and visual performances for entertainment purposes.

0801 ACTOR/ACTRESS
Portrays a role or demonstrates a skill as a form of entertainment includes theater, screen, stage, etc. Excludes professional.

0811 CHOREOGRAPHER
Creates or arranges movements to organize dances and other rhythmic performances.
0821 DANCER
Performs artistic expressions through various rhythmic movements and gestures.

0831 MIME
Mimics characters and situations by using wordless gestures and body movements.

0841 PUPPETEER
Entertains with puppets and marionettes.

0900 LAUNDRY, DRY CLEANING, PRESSING
This category includes occupations concerned with sorting and preparing clothing for laundering, drying, pressing, or stain removing. Modifies clothing using handtools, machines, and other devices.

0901 SORTER
Arranges clothing to be laundered by colors and fabrics.

0911 STAIN REMOVER
Treats and eliminates stains using various solutions.

1000 MACHINE TOOL OPERATION AND REPAIR
This category includes occupations concerned with operating machine tools to knockdown trees and cut lumber.

1001 CHAIN SAW OPERATOR
Operates a power saw to knock down trees and cut lumber.

1100 MATERIALS HANDLING AND PACKING
This category includes occupations concerned with preparing, moving, and loading or unloading equipment using handtrucks and wheelbarrows.

1101 DOLLY OPERATOR
Loads and unloads heavy objects using a low mobile platform.

1111 WHEELBARROW Handler
Transports small and heavy loads using a one or two wheeled vehicle operated by hand.
1200 MECHANICS AND MAINTENANCE AND REPAIR

This category includes occupations concerned with removing earth. Repairs and maintains a wide variety of mechanical and door equipment.

1201 DOOR STOP MAKER
Makes and repairs wedges, weights, springs, and rubber tipped projections used to hold doors in desired positions and prevent wall damage caused by slamming and forceful impact.

1211 EXCAVATOR
Digs and removes dirt and sand from holes and cavities using a power shovel.

1221 HYGROMETER REPAIRER
Repairs instruments used to measure humidity levels in the atmosphere.

1231 TAXIMETER REPAIRER
Repairs electronic meters used for computing taxicab fares.

1241 TRENCHER
Digs ditches for the purpose of military training.

1300 PERSONAL NEEDS

This category includes occupations concerned with personal grooming.

1301 COSMETICIAN
Creates, sells, and applies cosmetics.

1311 MANICURIST
Treats hand and fingernails including cleaning, shaping, polishing, and trimming.

1321 MASSEUR/MASSEUSE
A male/female who kneads and rubs parts of the body for the purpose of relaxation.

1331 PEDICURIST
Treats the feet and toenails including cleaning, shaping, polishing, and trimming.
1341 SHAMPOO PERSON
Shampoos and conditions the hair and massages the scalp. May blow dry the hair at the stylists request.

1400 PLANT AND SYSTEM OPERATION

This category includes occupations concerned with cleaning ducts.

1401 DUCT TENDER
Cleans and destroys microorganisms in ducts using a high powered vacuum.

1500 PROTECTIVE SERVICE

This category includes occupations concerned with providing protection and ensuring the safety of people. Protects against fires.

1501 BODYGUARD
Protects entertainers from bodily harm.

1511 BOUNCER
Expels disruptive people from public facilities.

1521 CALABOOSE ATTENDANT
Monitors the daily activities of detainees. Requires the knowledge of firearm use.

1531 FIRE BOX ATTENDANT
Inspects, services, and monitors boxes used to signal fires in building. Notifies the fire chief of all emergency signals.

1541 SECRET SERVICE PERSON
Protects high level government officials. Must be physically fit, posses top secret clearance, and have knowledge of firearm usage.

1600 STEVEDORING/LONGSHOREMEN SERVICE

This category includes occupations concerned with cleaning dock areas.

1601 PLATFORM ATTENDANT
Cleans and removes debris from docks and surrounding areas.
1700 TECHNICAL

This category includes occupations concerned with science in both laboratory and production activities. Includes preparing technical literary documents.

1701 ACAROLOGIST
Studies the anatomy and physiology of mites and ticks.

1711 PETROCOLLECTOR
Collects, cleans, and identifies rocks.

1721 TAXIDERMIST
Prepares, mounts, and stuffs dead animals for display, giving lifelike qualities.

1731 TRAGEDIAN
Writes technical, dramatic, literary works depicting tragic events. May include plays, novels, movies, etc.

1741 VINICULTURIST
Fosters the growth of grapes in a laboratory or field.

1800 TRANSPORTATION/MOBILE EQUIPMENT OPERATION

This category includes occupations concerned with the operation and operational maintenance of self-propelled transportation and other mobile equipment.

1801 RACE CAR DRIVER
Drives cars with great velocity to compete in a contest of speed.

1802 SKYWRITER
Writes words and symbols in the sky by expelling visible vapors from an aircraft.

1821 TOUR BUS DRIVER/GUIDE
Carries tourist on sight seeing excursions, providing them with information regarding different sites.

1831 TRAIN CONDUCTOR
Collects fares and notifies passenger of trains’ departure.

1841 TRAIN WORKER
Cleans, sweeps, and vacuums passenger cars.
9900 MISCELLANEOUS

*This category includes various occupations not classified in any other category.*

9901 AUCTIONEER
Sales property and tangible items in a public setting to the highest bidder.

9911 CRIER
Makes public announcements.

9921 DISC JOCKEY
Provides music for entertainment at social events.

9931 MAP MAKER
Manufactures and constructs maps.

9941 TICKETEER
Collect and sale tickets for various activities and events. Excludes scalpers.
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND RATE

1. THE CONTRACTOR SHALL COMPLETE ITEMS 3 THROUGH 16 AND SUBMIT THE REQUEST, IN DUPLICATE, TO THE CONTRACTING OFFICER:

2. ADMINISTRATOR: EMPLOYMENT STANDARDS ADMINISTRATION
   WAGE AND HOUR DIVISION
   U.S. DEPARTMENT OF LABOR
   WASHINGTON, D.C. 20210

3. CONTRACTOR

4. DATE OF REQUEST

5. CONTRACT NUMBER

6. DATE ISSUED (RECEIVED)

7. DATE OF AWARD

8. DATE CONTRACT WORK STARTED

9. DATE OPTION EXPIRED (IF APPLICABLE) (SCA ONLY)

10. SUBCONTRACTOR (IF ANY)

11. PROJECT AND DESCRIPTION OF WORK (ATTACH ADDITIONAL SHEETS IF NEEDED)

12. LOCATION (CITY, COUNTY AND STATE)

13. IN ORDER TO COMPLETE THE WORK PROVIDED FOR UNDER THE ABOVE CONTRACT, IT IS NECESSARY TO ESTABLISH THE FOLLOWING RATE(S) FOR THE INDICATED CLASSIFICATION(S):

   NUMBER:

   DATED:

   a. LIST IN ORDER: PROPOSED CLASSIFICATION TITLE(S), JOB DESCRIPTION(S), DUTIES AND RATIONALE FOR
      PROPOSED CLASSIFICATIONS (SCA ONLY)
      (Use reverse of attach additional sheets, if necessary)

   b. WAGE RATE(S)

   c. FRINGE BENEFITS PAYMENTS

14. SIGNATURE AND TITLE OF SUBCONTRACTOR REPRESENTATIVE (IF ANY)

15. SIGNATURE AND TITLE OF PRIME CONTRACTOR REPRESENTATIVE

16. SIGNATURE OF EMPLOYEE OR REPRESENTATIVE

   TITLE

   CHECK APPROPRIATE BOX APPEARING BLOCK 13

   AGREE

   DISAGREE

TO BE COMPLETED BY THE CONTRACTING OFFICER (CHECK AS APPROPRIATE—SEE FAR 22.1018 [SCA] OR FAR 22.406-2 [DBA])

☐ THE INTERESTED PARTIES AGREE AND THE CONTRACTING OFFICER RECOMMENDS APPROVAL BY THE WAGE AND HOUR DIVISION. AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

☐ THE INTERESTED PARTIES CANNOT AGREE ON THE PROPOSED CLASSIFICATION AND WAGE RATE. A DETERMINATION OF THE QUESTION BY THE WAGE AND HOUR DIVISION IS THEREFORE REQUESTED: AVAILABLE INFORMATION AND RECOMMENDATIONS ARE ATTACHED.

NAA 1546-1 (04-07)

STANDARD FORM USED (SCA)

PREPARED FOR: DBA

FAR 15 (APRIL 13, 2015)

AIR 141
INDEXING PREVIOUSLY CONFORMED WAGE RATES

In any case where a contract succeeds a contract under which a class was previously conformed, the contractor can use indexing to determine a new wage rate for the conformed class. Indexing a previously conformed wage rate is only needed when a succeeding contractor intends to utilize the conformed class and the subsequent WD issued in response does not include the conformed classification. Indexing is an optional procedure and a contractor may propose a new conformance action rather than indexing.

Indexing a previously conformed wage rate does not require DOL approval. The contractor must notify the contracting agency in writing, however, that a previously conformed wage rate has been indexed, and include information describing how the new rate was computed.

The indexed rate for the conformed class is based upon the average percent change between the rates listed in the current WD for all classes to be used in the new contract and those rates specified for the corresponding classifications in the previously applicable WD used to perform the previous contract.

HOW TO INDEX:

To index a conformed classification, calculate the overall average percent change between the previously issued WD rates for classes or broad occupational category used on the previous contract and those to be issued for the current WD for the same classes or broad occupational category to be used in the new contract. Apply this overall percent change (either an increase or decrease) to the wage rate of the conformed classification. The result is used as the minimum wage rate of the conformed classification for the new contract. Advise the contracting officer of the action taken, and provide supporting calculations. In the unusual case when more than one WD applies to the contract, index based upon the percent change in rates for classes in the WD most relevant to rates for the classification being conformed.