

|   |   |   |                        |
|---|---|---|------------------------|
| AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT  |   | 1. CONTRACT ID CODE   | PAGE OF PAGES<br>1   3 |
| 2. AMENDMENT/MODIFICATION NO.<br><b>P00111</b>  | 3. EFFECTIVE DATE<br><b>See block 16C</b> | 4. REQUISITION/PURCHASE REQ. NO.<br><b>2107207HRM014 / 2107207OSO066</b>  |                        |
| 5. ISSUED BY CODE   |   | 5. PROJECT NO. (if applicable)  |                        |
| U.S. Department of Homeland Security<br>Transportation Security Administration<br>West Bldg, 10 <sup>th</sup> Floor<br>701 S. 12 <sup>th</sup> Street - TSA-25<br>Arlington, VA 22202 |   | 7. ADMINISTERED BY (if other than item 5) CODE<br><b>(b) (6)</b><br>TSA - 25<br>Office of Acquisition - Contract Specialist<br><b>(b) (6)</b><br>Fax 571-227-3219 |                        |
| 8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)   |   | 9A. AMENDMENT OF SOLICITATION NO.   |                        |
| <b>Accenture<br/>11951 Freedom Drive<br/>Reston, VA 20190</b>   |   | <input checked="" type="checkbox"/>   |                        |
|   |   | 9B. DATED (SEE ITEM 19)   |                        |
|   |   | <input checked="" type="checkbox"/>   |                        |
|   |   | 10A. MODIFICATION OF CONTRACT/ORDER NO.<br><b>DTSA20-03-C-00546</b>   |                        |
|   |   | 10B. DATED (SEE ITEM 19)<br><b>12/12/2002</b>   |                        |
| CODE/FACILITY CODE  |   |   |                        |

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS  
 The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of offers  is extended,  is not extended.  
 Offers 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 \_\_\_\_\_ 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)

|   |                   |              |
|---|-------------------|--------------|
| 5AV078 A000D2007 SWE050GE0000 25006300630 HRM630300000000000252R  | PR#2107207HRM014  | \$38,965,008 |
| 5AV078 A000D2007 SWE020GE0000 25005900592 NSF5902000203000000252R | PR #2107207OSO066 | \$395,356    |
| <b>Total obligation: \$39,360,364</b>                             |                   |              |

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 data, etc) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.102(b).

C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:  
**The Mutual Agreement of the Parties.**

D. OTHER (Specify type of modification and authority)  
**FAR 52.217-9, Option to Extend the Term of the Contract**

E. IMPORTANT: Contractor  is not,  is required to sign this document and return 1 copies to the issuing office

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organize by UCF section headings, including solicitation/contract subject matter where feasible)

Subj: Contract DTSA20-03-C-00546

Description of this Modification continues on Page 2.

|  |                                     |  |                                       |
|--|-------------------------------------|--|---------------------------------------|
| <b>STANLEY S. MATE</b><br>DIRECTOR OF CONTRACTS<br>FEDERAL SERVICES GROUP                                    |                                     | 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)<br><b>Charles T. Eppright, Division Director &amp; Contracting Officer for the Human Capital and Finance Division</b> |                                       |
| 15B. CONTRACTOR/OFFEROR<br><i>Stanley S. Mate</i><br><small>(Signature of person authorized to sign)</small> | 15C. DATE SIGNED<br><b>11/15/06</b> | 16B. UNITED STATES OF AMERICA<br><i>Charles T. Eppright</i><br><small>(Signature of Contracting Officer)</small>   | 16C. DATE SIGNED<br><b>11/16/2006</b> |

NSN 7540-01-152-8070 PREVIOUS EDITION UNUSABLE 30-105 STANDARD FORM 30 (REV 10-83) Prescribed by GSA FAR (48 CFR) 52.243

Block 14, Description of Modification (continued)

**The Purposes of this Modification are to extend the term of the contract for the period 12/12/06 to and including 12/11/07, based on FAR 52.217-9, apply the applicable wage determinations for this option period and to identify additions to the base contract. Therefore, the subject contract is hereby modified as follows:**

- A. In accordance with FAR 52.222-41, the attached wage determinations are applicable to Option Year Four of subject contract.

In accordance with FAR 52.222-43 (f), "(T)he Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The notice shall contain a statement of the amount claimed and any relevant supporting data, including payroll records, that the Contracting Officer may reasonable require. Upon agreement of the parties, the contract price or contract unit price labor rates shall be modified in writing. The Contractor shall continue performance pending agreement on or determination of any such adjustment and its effective date."

- B. Insert the following language into the base statement of work (Attachment 1, Statement of Objectives Revised 10-28-02, page 4.) to include the Federal Air Marshall Service (FAMS) due to the integration of the FAMS and TSA during option year three. "The contractor may be required to provide data support or other services to include all TSA employees, including Executive level staff and the Federal Air Marshall Service (FAMS). If the data support or other services are required, specific requirements will be identified and funded via separate modifications."

**C. Incorporate the following updated invoicing procedures into the base contract:  
SUBMISSION OF INVOICES (FEB 2006)**

(a) The Transportation Security Administration (TSA) partners with the United States Coast Guard Finance Center for financial services in support of TSA operations, including the payment of contractor invoices. Therefore, all contractor invoices must be submitted to, and will be paid by, the U.S. Coast Guard Finance Center (FinCen).

(b) Invoices may be submitted via U.S. Mail, electronic mail, or facsimile. **Contractors shall utilize ONLY ONE method per invoice submission.** The submission information for each of the three methods is as follows:

**(1) U.S. Mail:**

United States Coast Guard Finance Center  
TSA Commercial Invoices  
P.O. Box 4111  
Chesapeake, VA 23327-4111

**(2) Electronic Mail:**

[FIN-SMB-TSAINVOICES@uscg.mil](mailto:FIN-SMB-TSAINVOICES@uscg.mil)

**(3) Facsimile:**

757-413-7314. Facsimile submissions should be addressed to TSA Invoices.

(c) The electronic mail address and facsimile number listed above shall be used by contractors for ORIGINAL invoice submission only. If either electronic mail or facsimile submission is utilized, contractors shall not submit hard copies of invoices via the U.S. mail. It is the responsibility of the contractor to verify that invoices are received, regardless of the method of submission used. Contractors may inquire regarding the receipt of invoices by contacting the U.S. Coast Guard Finance Center via the methods listed in subparagraph (e) of this clause.

(d) Upon receipt of contractor invoices, FinCen will electronically route invoices to the appropriate TSA Contracting Officer's Technical Representative and/or Contracting Officer for review and approval. Upon approval, the TSA Contracting Officer will electronically route the invoices back to FinCen. Upon receipt of approved invoices from a TSA Contracting Officer, and the subsequent certification by an Authorized Certifying Official, FinCen will initiate payment of the invoices.

(e) Payment Status: Contractors may inquire on the payment status of an invoice by any of the following means:

- (1) Via the internet: [https://www.fincen.uscg.mil/secure/PH\\_menu.htm](https://www.fincen.uscg.mil/secure/PH_menu.htm)
- (2) Contacting the FinCen Customer Service Section via telephone at (757) 523-6940 (Voice Option #1). The hours of operation for the Customer Service line are 8:00 AM to 5:00 PM Eastern Time, Monday through Friday. However, the Customer Service line has a voice-mail feature that is available 24 hours per day, 7 days per week.
- (3) Via the Payment Inquiry Form <https://www.fincen.uscg.mil/secure/payment.htm>

#### **PREPARATION OF INVOICES (FEB 2006)**

(a) Invoices shall include the information required in subparagraph (a)(2) of the Prompt Payment Clause, contained in this Section of the Contract, including EFT banking information, Taxpayer Identification Number (TIN), and DUNS number.

(b) Invoices that fail to provide the information required by the Prompt Payment Clause may be rejected by the Government and returned to the Contractor. Such rejection by the Government does not entitle the Contractor to interest payments from the date of submission of a rejected invoice. Interest payments apply only to proper invoices that are received by the Government.

(c) Supplemental Invoice Documentation: Contractors shall submit all supplemental invoice documentation (e.g. copies of subcontractor invoices, travel vouchers, etc) necessary to approve an invoice along with the original invoice. The Contractor invoice must contain the information stated in the Prompt Payment Clause in order to be received and processed by FinCen. Supplemental invoice documentation required for review and approval of invoices may, at the written direction of the Contracting Officer, be submitted directly to either the Contracting Officer, or the Contracting Officer's Technical Representative.

#### **PROMPT PAYMENT (FEB 2006)**

Notwithstanding any other payment clause in this contract, the Government will make invoice payments under the terms and conditions specified in this clause. The Government considers payment as being made on the day a check is dated or the date of an electronic funds transfer

(EFT). All days referred to in this clause are calendar days, unless otherwise specified. (However, see paragraph (a)(3) of this clause concerning payments due on Saturdays, Sundays, and legal holidays.)

(a) Invoice payments—

(1) Due date.

(i) Except as indicated in paragraph (c) of this clause, the due date for making invoice payments by the designated payment office is the later of the following two events:

(A) The 30th day after the designated billing office receives a proper invoice from the Contractor (except as provided in paragraph (a)(1)(ii) of this clause).

(B) The 30th day after Government acceptance of supplies delivered or services performed. For a final invoice, when the payment amount is subject to contract settlement actions, acceptance is deemed to occur on the effective date of the contract settlement.

(ii) If the designated billing office fails to annotate the invoice with the actual date of receipt at the time of receipt, the invoice payment due date is the 30th day after the date of the Contractor's invoice, provided the designated billing office receives a proper invoice and there is no disagreement over quantity, quality, or Contractor compliance with contract requirements.

(2) *Contractor's invoice.* The Contractor shall prepare and submit invoices to the designated billing office specified in the contract. A proper invoice must include the items listed in paragraphs (a)(2)(i) through (a)(2)(x) of this clause. If the invoice does not comply with these requirements, the designated billing office will return it within 7 days after receipt, with the reasons why it is not a proper invoice. When resubmitting an invoice that has been returned by the billing office, the Contractor is required to use the same invoice number as that on the originally submitted invoice, as well as either notate that the invoice is a resubmission or include a copy of the notification letter that was sent with the returned invoice. The Government will take into account untimely notification when computing any interest penalty owed the Contractor.

**Each invoice shall clearly include the following information,:**

**(i) Name and address of the Contractor.**

**(ii) Invoice date and invoice number. (The Contractor should date invoices as close as possible to the date of the mailing or transmission.) Each invoice must contain a unique invoice number.**

**(iii) Contract number, Purchase Order number, Modification number, Procurement Request number, or other authorization for supplies delivered or services performed (including order number and contract line item number).**

**(iv) Contract Line Item Number or Sub-Line Item Number under which the invoice is submitted (if applicable).**

**(v) Description, quantity, unit of measure, unit price, and extended price of supplies delivered or services performed.**

**(vi) Shipping and payment terms (e.g., shipment number and date of shipment, discount for prompt payment terms). Bill of lading number and weight of shipment will be shown for shipments on Government bills of lading.**

**(vii) Name and address of Contractor official to whom payment is to be sent (must be the same as that in the contract or in a proper notice of assignment).**

**(viii) Name (where practicable), title, phone number, and mailing address of person to notify in the event of a defective invoice.**

**(ix) Taxpayer Identification Number (TIN).**

- (x) **Electronic funds transfer (EFT) banking information.**
- (xi) **Any other information or documentation required by the contract (e.g., evidence of shipment).**
- (xii) **The line of accounting as applicable for the portion of work that is being invoiced.**

(3) *Interest penalty.* The designated payment office will pay an interest penalty automatically, without request from the Contractor, if payment is not made by the due date and the conditions listed in paragraphs (a)(4)(i) through (a)(4)(iii) of this clause are met, if applicable. However, when the due date falls on a Saturday, Sunday, or legal holiday, the designated payment office may make payment on the following working day without incurring a late payment interest penalty.

- (i) The designated billing office received a proper invoice.
- (ii) The Government processed a receiving report or other Government documentation authorizing payment, and there was no disagreement over quantity, quality, or Contractor compliance with any contract term or condition.
- (iii) In the case of a final invoice for any balance of funds due the Contractor for supplies delivered or services performed, the amount was not subject to further contract settlement actions between the Government and the Contractor.

(4) *Computing penalty amount.* The Government will compute the interest penalty in accordance with the Office of Management and Budget prompt payment regulations at 5 CFR Part 1315.

(i) For the sole purpose of computing an interest penalty that might be due the Contractor, Government acceptance is deemed to occur constructively on the 7th day (unless otherwise specified in this contract) after the Contractor delivers the supplies or performs the services in accordance with the terms and conditions of the contract, unless there is a disagreement over quantity, quality, or Contractor compliance with a contract provision. If actual acceptance occurs within the constructive acceptance period, the Government will base the determination of an interest penalty on the actual date of acceptance. The constructive acceptance requirement does not, however, compel Government officials to accept supplies or services, perform contract administration functions, or make payment prior to fulfilling their responsibilities.

(ii) The prompt payment regulations at 5 CFR 1315.10(c) do not require the Government to pay interest penalties if payment delays are due to disagreement between the Government and the Contractor over the payment amount or other issues involving contract compliance, or on amounts temporarily withheld or retained in accordance with the terms of the contract. In addition, TSA will not include the following time periods in the calculation and determination of interest owed:

- (A) The time to notify the Contractor of defects in the invoice, provided this time does not exceed 7 days;
- (B) The time between notification to the Contractor of defects and the resubmission of the invoice;
- (C) Any delay in payment caused by incorrect EFT information provided by the Contractor.

Contractor claims are considered to be disagreements between the Government and the Contractor over the payment amount or other issues involving contract compliance under subsection 4 (ii). The Government and the Contractor will resolve contractor claims and any interest that is determined to be due on such claims in accordance with the TSA disputes process and applicable law.

(5) *Discounts for prompt payment.* The designated payment office will pay an interest penalty automatically, without request from the Contractor, if the Government takes a

discount for prompt payment improperly. The Government will calculate the interest penalty in accordance with the prompt payment regulations at 5 CFR Part 1315.

(6) Additional interest penalty.

(i) The designated payment office will pay a penalty amount, calculated in accordance with the prompt payment regulations at 5 CFR Part 1315 in addition to the interest penalty amount only if—

(A) The Government owes an interest penalty of \$1 or more;

(B) The designated payment office does not pay the interest penalty within 10 days after the date the invoice amount is paid; and

(C) The Contractor makes a written demand to the designated payment office for additional penalty payment, in accordance with paragraph (a)(7)(ii) of this clause, postmarked not later than 40 days after the invoice amount is paid.

(ii)(A) The Contractor shall support written demands for additional penalty payments with the following data. The Government will not request any additional data. The Contractor shall—

(1) Specifically assert that late payment interest is due under a specific invoice, and request payment of all overdue late payment interest penalty and such additional penalty as may be required;

(2) Attach a copy of the invoice on which the unpaid late payment interest is due; and

(3) State that payment of the principal has been received, including the date of receipt.

(B) If there is no postmark or the postmark is illegible—

(1) The designated payment office that receives the demand will annotate it with the date of receipt, provided the demand is received on or before the 40th day after payment was made; or

(2) If the designated payment office fails to make the required annotation, the Government will determine the demand's validity based on the date the Contractor has placed on the demand, provided such date is no later than the 40th day after payment was made.

(iii) The additional penalty does not apply to payments regulated by other Government regulations (e.g., payments under utility contracts subject to tariffs and regulation).

(b) *Contract financing payment.* If this contract provides for contract financing, the Government will make contract financing payments in accordance with the applicable contract financing clause.

(c) *Fast payment procedure due dates.* If this contract contains the clause titled "Fast Payment Procedure", payments will be made within 15 days after the date of receipt of the invoice.

(d) *Overpayments.* If the Contractor becomes aware of a duplicate contract financing or invoice payment or that the Government has otherwise overpaid on a contract financing or invoice payment, the Contractor shall immediately notify the Contracting Officer and request instructions for disposition of the overpayment.

D. Provide funding for option year four in the initial amount of \$39,360,364.

**Option Year Three CLIN totals to date are as follows:**

| CLIN Number | Accumulative Funding |  |
|-------------|----------------------|--|
|             |                      |  |



|        | <i>from</i> | <i>by</i> | <i>to</i> |
|--------|-------------|-----------|-----------|
| 3003   | (b) (4)     |           |           |
| 3003aa |             |           |           |
| 3004   |             |           |           |
| 3004aa |             |           |           |
| 3005   |             |           |           |
| 3006   |             |           |           |
| 3007aa |             |           |           |
| 3007ab |             |           |           |
| 3007ac |             |           |           |
| 3008aa |             |           |           |
| 3008ab |             |           |           |
| 3009aa |             |           |           |
| 3009ab |             |           |           |

**Option Year Four CLIN totals to date are as follows:**

| CLIN Number | Accumulative Funding |           |           |
|-------------|----------------------|-----------|-----------|
|             | <i>from</i>          | <i>by</i> | <i>to</i> |
| 4003        | (b) (4)              |           |           |
| 4003aa      |                      |           |           |
| 4004        |                      |           |           |
| 4004aa      |                      |           |           |
| 4005        |                      |           |           |
| 4006        |                      |           |           |
| 4007aa      |                      |           |           |
| 4007ab      |                      |           |           |
| 4007ac      |                      |           |           |
| 4008aa      |                      |           |           |
| 4008ab      |                      |           |           |
| 4009aa      |                      |           |           |
| 4009ab      |                      |           |           |

05-2167 IL, CHICAGO

WAGE DETERMINATION NO: 05-2167 REV (01) AREA: IL, CHICAGO

LTH AND WELFARE LEVEL - INSURANCE ONLY \*\*OTHER WELFARE LEVEL WD:05-2168

\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

William W. Gross                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2167  
Revision No.: 1  
Date Of Revision: 09/21/2006

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

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

| OCCUPATION CODE - TITLE                                 | MINIMUM WAGE RATE |
|---|-------------------|
| 01000 - Administrative Support And Clerical Occupations |                   |
| 01011 - Accounting Clerk I                              | 14.81             |
| 01012 - Accounting Clerk II                             | 16.27             |
| 01013 - Accounting Clerk III                            | 17.96             |
| 01020 - Administrative Assistant                        | 24.63             |
| 01040 - Court Reporter                                  | 17.52             |
| 01051 - Data Entry Operator I                           | 12.65             |
| 01052 - Data Entry Operator II                          | 14.91             |
| 01060 - Dispatcher, Motor Vehicle                       | 17.21             |
| 01070 - Document Preparation Clerk                      | 13.05             |
| 01090 - Duplicating Machine Operator                    | 13.05             |
| 01111 - General Clerk I                                 | 12.53             |
| 01112 - General Clerk II                                | 13.60             |
| 01113 - General Clerk III                               | 15.55             |
| 01120 - Housing Referral Assistant                      | 18.49             |
| 01141 - Messenger Courier                               | 10.45             |
| 01191 - Order Clerk I                                   | 13.23             |
| 01192 - Order Clerk II                                  | 14.53             |
| 01261 - Personnel Assistant (Employment) I              | 16.10             |
| 01262 - Personnel Assistant (Employment) II             | 17.84             |
| 01263 - Personnel Assistant (Employment) III            | 19.62             |
| 01270 - Production Control Clerk                        | 18.49             |
| 01280 - Receptionist                                    | 13.05             |
| 01290 - Rental Clerk                                    | 16.10             |
| 01300 - Scheduler, Maintenance                          | 17.11             |
| 01311 - Secretary I                                     | 17.11             |
| 01312 - Secretary II                                    | 18.99             |
| 01313 - Secretary III                                   | 21.38             |
| 01320 - Service Order Dispatcher                        | 17.21             |
| 01410 - Supply Technician                               | 24.63             |
| 01420 - Survey Worker                                   | 17.52             |
| 01531 - Travel Clerk I                                  | 11.90             |
| 01532 - Travel Clerk II                                 | 12.86             |
| 01533 - Travel Clerk III                                | 13.91             |
| 01611 - Word Processor I                                | 13.05             |
| 01612 - Word Processor II                               | 16.10             |



|  |       |
|--|-------|
| 01613 - Word Processor III                           | 18.90 |
| 05000 - Automotive Service Occupations               |       |
| 05005 - Automobile Body Repairer, Fiberglass         | 21.53 |
| 05010 - Automotive Electrician                       | 21.96 |
| 05040 - Automotive Glass Installer                   | 20.95 |
| 05070 - Automotive Worker                            | 20.95 |
| 05110 - Mobile Equipment Servicer                    | 18.95 |
| 05130 - Motor Equipment Metal Mechanic               | 22.96 |
| 05160 - Motor Equipment Metal Worker                 | 20.95 |
| 05190 - Motor Vehicle Mechanic                       | 22.96 |
| 05220 - Motor Vehicle Mechanic Helper                | 17.93 |
| 05250 - Motor Vehicle Upholstery Worker              | 19.96 |
| 05280 - Motor Vehicle Wrecker                        | 20.95 |
| 05310 - Painter, Automotive                          | 21.96 |
| 05340 - Radiator Repair Specialist                   | 20.95 |
| 05370 - Tire Repairer                                | 15.92 |
| 05400 - Transmission Repair Specialist               | 22.96 |
| 07000 - Food Preparation And Service Occupations     |       |
| 07010 - Baker  | 13.06 |
| 07041 - Cook I                                       | 11.95 |
| 07042 - Cook II                                      | 13.06 |
| 07070 - Dishwasher                                   | 9.25  |
| 07130 - Food Service Worker                          | 9.25  |
| 07210 - Meat Cutter                                  | 13.06 |
| 07260 - Waiter/Waitress                              | 9.96  |
| 09000 - Furniture Maintenance And Repair Occupations |       |
| 09010 - Electrostatic Spray Painter                  | 19.10 |
| 09040 - Furniture Handler                            | 13.83 |
| 09080 - Furniture Refinisher                         | 19.10 |
| 09090 - Furniture Refinisher Helper                  | 15.59 |
| 09110 - Furniture Repairer, Minor                    | 17.36 |
| 09130 - Upholsterer                                  | 19.10 |
| 11000 - General Services And Support Occupations     |       |
| 11030 - Cleaner, Vehicles                            | 11.20 |
| 11060 - Elevator Operator                            | 10.96 |
| 11090 - Gardener                                     | 15.05 |
| 11122 - Housekeeping Aide                            | 10.96 |
| 11150 - Janitor                                      | 11.65 |
| 11210 - Laborer, Grounds Maintenance                 | 12.05 |
| 11240 - Maid or Houseman                             | 9.93  |
| 11260 - Pruner                                       | 10.38 |
| 11270 - Tractor Operator                             | 14.12 |
| 11330 - Trail Maintenance Worker                     | 12.05 |
| 11360 - Window Cleaner                               | 12.74 |
| 12000 - Health Occupations                           |       |
| 12010 - Ambulance Driver                             | 16.22 |
| 12011 - Breath Alcohol Technician                    | 15.21 |
| 12012 - Certified Occupational Therapist Assistant   | 17.30 |
| 12015 - Certified Physical Therapist Assistant       | 19.69 |
| 12020 - Dental Assistant                             | 13.81 |
| 12025 - Dental Hygienist                             | 29.95 |
| 12030 - EKG Technician                               | 24.49 |
| 12035 - Electroneurodiagnostic Technologist          | 24.49 |
| 12040 - Emergency Medical Technician                 | 16.22 |
| 12071 - Licensed Practical Nurse I                   | 13.55 |
| 12072 - Licensed Practical Nurse II                  | 15.21 |
| 12073 - Licensed Practical Nurse III                 | 17.02 |
| 12100 - Medical Assistant                            | 13.78 |
| 12130 - Medical Laboratory Technician                | 18.10 |
| 12160 - Medical Record Clerk                         | 16.66 |
| 12190 - Medical Record Technician                    | 15.80 |
| 12195 - Medical Transcriptionist                     | 15.72 |
| 12210 - Nuclear Medicine Technologist                | 31.86 |

|  |       |
|--|-------|
| 12221 - Nursing Assistant I                                  | 9.59  |
| 12222 - Nursing Assistant II                                 | 10.77 |
| 12223 - Nursing Assistant III                                | 11.61 |
| 12224 - Nursing Assistant IV                                 | 12.94 |
| 12235 - Optical Dispenser                                    | 14.63 |
| 12236 - Optical Technician                                   | 13.07 |
| 12250 - Pharmacy Technician                                  | 13.99 |
| 12280 - Phlebotomist   | 12.34 |
| 12305 - Radiologic Technologist                              | 27.61 |
| 12311 - Registered Nurse I                                   | 24.56 |
| 12312 - Registered Nurse II                                  | 29.43 |
| 12313 - Registered Nurse II, Specialist                      | 29.43 |
| 12314 - Registered Nurse III                                 | 35.60 |
| 12315 - Registered Nurse III, Anesthetist                    | 35.60 |
| 12316 - Registered Nurse IV                                  | 40.73 |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 18.89 |
| 13000 - Information And Arts Occupations                     |       |
| 13011 - Exhibits Specialist I                                | 18.12 |
| 13012 - Exhibits Specialist II                               | 22.44 |
| 13013 - Exhibits Specialist III                              | 27.45 |
| 13041 - Illustrator I  | 20.32 |
| 13042 - Illustrator II                                       | 26.09 |
| 13043 - Illustrator III                                      | 30.80 |
| 13047 - Librarian  | 28.99 |
| 13050 - Library Aide/Clerk                                   | 13.09 |
| 13054 - Library Information Technology Systems Administrator | 21.75 |
| 13058 - Library Technician                                   | 15.50 |
| 13061 - Media Specialist I                                   | 17.23 |
| 13062 - Media Specialist II                                  | 19.12 |
| 13063 - Media Specialist III                                 | 21.22 |
| 13071 - Photographer I                                       | 17.74 |
| 13072 - Photographer II                                      | 20.05 |
| 13073 - Photographer III                                     | 24.68 |
| 13074 - Photographer IV                                      | 30.20 |
| 13075 - Photographer V                                       | 35.43 |
| 13110 - Video Teleconference Technician                      | 13.07 |
| 14000 - Information Technology Occupations                   |       |
| 14041 - Computer Operator I                                  | 15.92 |
| 14042 - Computer Operator II                                 | 17.91 |
| 14043 - Computer Operator III                                | 19.90 |
| 14044 - Computer Operator IV                                 | 22.77 |
| 14045 - Computer Operator V                                  | 25.56 |
| 14071 - Computer Programmer I (1)                            | 22.15 |
| 14072 - Computer Programmer II (1)                           | 27.31 |
| 14073 - Computer Programmer III (1)                          | 27.62 |
| 14074 - Computer Programmer IV (1)                           | 27.62 |
| 14101 - Computer Systems Analyst I (1)                       | 27.62 |
| 14102 - Computer Systems Analyst II (1)                      | 27.62 |
| 14103 - Computer Systems Analyst III (1)                     | 27.62 |
| 14150 - Peripheral Equipment Operator                        | 15.92 |
| 14160 - Personal Computer Support Technician                 | 22.08 |
| 15000 - Instructional Occupations                            |       |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)      | 27.62 |
| 15020 - Aircrew Training Devices Instructor (Rated)          | 31.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot)         | 34.56 |
| 15050 - Computer Based Training Specialist / Instructor      | 27.62 |
| 15060 - Educational Technologist                             | 27.62 |
| 15070 - Flight Instructor (Pilot)                            | 34.56 |
| 15080 - Graphic Artist                                       | 22.54 |
| 15090 - Technical Instructor                                 | 27.45 |
| 15095 - Technical Instructor/Course Developer                | 26.69 |
| 15110 - Test Proctor   | 17.84 |
| 15120 - Tutor  | 17.62 |

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|---|-------|
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations                 |       |
| 16010 - Assembler   | 8.42  |
| 16030 - Counter Attendant   | 8.42  |
| 16040 - Dry Cleaner   | 10.90 |
| 16070 - Finisher, Flatwork, Machine   | 8.42  |
| 16090 - Presser, Hand   | 8.42  |
| 16110 - Presser, Machine, Drycleaning   | 8.42  |
| 16130 - Presser, Machine, Shirts  | 8.42  |
| 16160 - Presser, Machine, Wearing Apparel, Laundry                              | 8.42  |
| 16190 - Sewing Machine Operator   | 11.68 |
| 16220 - Tailor  | 12.51 |
| 16250 - Washer, Machine   | 9.27  |
| 19000 - Machine Tool Operation And Repair Occupations                           |       |
| 19010 - Machine-Tool Operator (Tool Room)                                       | 21.27 |
| 19040 - Tool And Die Maker  | 27.21 |
| 21000 - Materials Handling And Packing Occupations                              |       |
| 21020 - Forklift Operator   | 15.74 |
| 21030 - Material Coordinator  | 19.74 |
| 21040 - Material Expediter  | 19.74 |
| 21050 - Material Handling Laborer   | 17.26 |
| 21071 - Order Filler  | 11.61 |
| 21080 - Production Line Worker (Food Processing)                                | 14.31 |
| 21110 - Shipping Packer   | 15.87 |
| 21130 - Shipping/Receiving Clerk  | 15.87 |
| 21140 - Store Worker I  | 12.32 |
| 21150 - Stock Clerk   | 16.14 |
| 21210 - Tools And Parts Attendant   | 16.25 |
| 21410 - Warehouse Specialist  | 16.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations                        |       |
| 23010 - Aerospace Structural Welder   | 28.53 |
| 23021 - Aircraft Mechanic I   | 27.43 |
| 23022 - Aircraft Mechanic II  | 28.53 |
| 23023 - Aircraft Mechanic III   | 29.90 |
| 23040 - Aircraft Mechanic Helper  | 20.38 |
| 23050 - Aircraft, Painter   | 21.96 |
| 23060 - Aircraft Servicer   | 23.85 |
| 23080 - Aircraft Worker   | 25.02 |
| 23110 - Appliance Mechanic  | 19.10 |
| 23120 - Bicycle Repairer  | 15.92 |
| 23125 - Cable Splicer   | 24.89 |
| 23130 - Carpenter, Maintenance  | 29.24 |
| 23140 - Carpet Layer  | 26.24 |
| 23160 - Electrician, Maintenance  | 26.75 |
| 23181 - Electronics Technician Maintenance I                                    | 22.93 |
| 23182 - Electronics Technician Maintenance II                                   | 23.95 |
| 23183 - Electronics Technician Maintenance III                                  | 25.48 |
| 23260 - Fabric Worker   | 19.10 |
| 23290 - Fire Alarm System Mechanic  | 26.59 |
| 23310 - Fire Extinguisher Repairer  | 18.97 |
| 23311 - Fuel Distribution System Mechanic                                       | 24.02 |
| 23312 - Fuel Distribution System Operator                                       | 21.58 |
| 23370 - General Maintenance Worker  | 18.88 |
| 23380 - Ground Support Equipment Mechanic                                       | 25.87 |
| 23381 - Ground Support Equipment Servicer                                       | 23.85 |
| 23382 - Ground Support Equipment Worker   | 25.02 |
| 23391 - Gunsmith I  | 18.97 |
| 23392 - Gunsmith II   | 21.37 |
| 23393 - Gunsmith III  | 24.02 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic                      | 23.82 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.77 |
| 23430 - Heavy Equipment Mechanic  | 21.63 |
| 23440 - Heavy Equipment Operator  | 32.56 |

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| 23460 - Instrument Mechanic                               | 23.23 |
| 23465 - Laboratory/Shelter Mechanic                       | 22.57 |
| 23470 - Laborer   | 13.12 |
| 23510 - Locksmith   | 19.10 |
| 23530 - Machinery Maintenance Mechanic                    | 22.11 |
| 23550 - Machinist, Maintenance                            | 26.15 |
| 23580 - Maintenance Trades Helper                         | 15.37 |
| 23591 - Metrology Technician I                            | 23.23 |
| 23592 - Metrology Technician II                           | 24.16 |
| 23593 - Metrology Technician III                          | 26.33 |
| 23640 - Millwright  | 25.76 |
| 23710 - Office Appliance Repairer                         | 22.07 |
| 23760 - Painter, Maintenance                              | 21.96 |
| 23790 - Pipefitter, Maintenance                           | 26.19 |
| 23810 - Plumber, Maintenance                              | 24.32 |
| 23820 - Pneudraulic Systems Mechanic                      | 24.02 |
| 23850 - Rigger  | 24.02 |
| 23870 - Scale Mechanic                                    | 21.37 |
| 23890 - Sheet-Metal Worker, Maintenance                   | 26.41 |
| 23910 - Small Engine Mechanic                             | 18.22 |
| 23931 - Telecommunications Mechanic I                     | 26.63 |
| 23932 - Telecommunications Mechanic II                    | 27.96 |
| 23950 - Telephone Lineman                                 | 26.63 |
| 23960 - Welder, Combination, Maintenance                  | 19.97 |
| 23965 - Well Driller                                      | 23.49 |
| 23970 - Woodcraft Worker                                  | 21.97 |
| 23980 - Woodworker  | 16.38 |
| 24000 - Personal Needs Occupations                        |       |
| 24570 - Child Care Attendant                              | 10.83 |
| 24580 - Child Care Center Clerk                           | 14.23 |
| 24610 - Chore Aide  | 8.72  |
| 24620 - Family Readiness And Support Services Coordinator | 14.63 |
| 24630 - Homemaker   | 15.98 |
| 25000 - Plant And System Operations Occupations           |       |
| 25010 - Boiler Tender                                     | 27.65 |
| 25040 - Sewage Plant Operator                             | 21.01 |
| 25070 - Stationary Engineer                               | 27.65 |
| 25190 - Ventilation Equipment Tender                      | 20.93 |
| 25210 - Water Treatment Plant Operator                    | 21.01 |
| 27000 - Protective Service Occupations                    |       |
| 27004 - Alarm Monitor                                     | 19.38 |
| 27007 - Baggage Inspector                                 | 10.02 |
| 27008 - Corrections Officer                               | 25.19 |
| 27010 - Court Security Officer                            | 26.04 |
| 27030 - Detection Dog Handler                             | 16.66 |
| 27040 - Detention Officer                                 | 25.19 |
| 27070 - Firefighter                                       | 24.19 |
| 27101 - Guard I   | 10.02 |
| 27102 - Guard II  | 16.66 |
| 27131 - Police Officer I                                  | 27.75 |
| 27132 - Police Officer II                                 | 30.30 |
| 28000 - Recreation Occupations                            |       |
| 28041 - Carnival Equipment Operator                       | 12.83 |
| 28042 - Carnival Equipment Repairer                       | 13.74 |
| 28043 - Carnival Equipment Worker                         | 9.25  |
| 28210 - Gate Attendant/Gate Tender                        | 13.07 |
| 28310 - Lifeguard   | 11.64 |
| 28350 - Park Attendant (Aide)                             | 14.63 |
| 28510 - Recreation Aide/Health Facility Attendant         | 7.78  |
| 28515 - Recreation Specialist                             | 13.13 |
| 28630 - Sports Official                                   | 11.64 |
| 28690 - Swimming Pool Operator                            | 16.55 |
| 29000 - Stevedoring/Longshoremen Occupational Services    |       |

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| 29010 - Blocker And Bracer   | 20.92 |
| 29020 - Hatch Tender   | 20.50 |
| 29030 - Line Handler   | 19.25 |
| 29041 - Stevedore I  | 19.46 |
| 29042 - Stevedore II   | 21.40 |
| 000 - Technical Occupations  |       |
| 30010 - Air Traffic Control Specialist, Center (HFO) (2)             | 34.87 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (2)            | 24.04 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (2)           | 26.48 |
| 30021 - Archeological Technician I                                   | 17.02 |
| 30022 - Archeological Technician II                                  | 18.18 |
| 30023 - Archeological Technician III                                 | 23.47 |
| 30030 - Cartographic Technician                                      | 26.98 |
| 30040 - Civil Engineering Technician                                 | 23.94 |
| 30061 - Drafter/CAD Operator I                                       | 15.80 |
| 30062 - Drafter/CAD Operator II                                      | 18.48 |
| 30063 - Drafter/CAD Operator III                                     | 20.35 |
| 30064 - Drafter/CAD Operator IV                                      | 26.33 |
| 30081 - Engineering Technician I                                     | 14.35 |
| 30082 - Engineering Technician II                                    | 16.14 |
| 30083 - Engineering Technician III                                   | 20.53 |
| 30084 - Engineering Technician IV                                    | 24.96 |
| 30085 - Engineering Technician V                                     | 32.77 |
| 30086 - Engineering Technician VI                                    | 41.51 |
| 30090 - Environmental Technician                                     | 18.32 |
| 30210 - Laboratory Technician  | 19.56 |
| 30240 - Mathematical Technician                                      | 22.89 |
| 30361 - Paralegal/Legal Assistant I                                  | 17.78 |
| 30362 - Paralegal/Legal Assistant II                                 | 22.07 |
| 30363 - Paralegal/Legal Assistant III                                | 27.10 |
| 30364 - Paralegal/Legal Assistant IV                                 | 32.65 |
| 30390 - Photo-Optics Technician                                      | 23.94 |
| 30461 - Technical Writer I   | 20.11 |
| 30462 - Technical Writer II  | 24.53 |
| 30463 - Technical Writer III   | 29.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I                       | 22.16 |
| 30492 - Unexploded Ordnance (UXO) Technician II                      | 26.81 |
| 30493 - Unexploded Ordnance (UXO) Technician III                     | 32.14 |
| 30494 - Unexploded (UXO) Safety Escort                               | 22.16 |
| 30495 - Unexploded (UXO) Sweep Personnel                             | 22.16 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (3) | 18.01 |
| 30621 - Weather Observer, Senior (3)                                 | 20.00 |
| 31000 - Transportation/Mobile Equipment Operation Occupations        |       |
| 31020 - Bus Aide   | 13.57 |
| 31030 - Bus Driver   | 18.10 |
| 31043 - Driver Courier   | 17.40 |
| 31260 - Parking and Lot Attendant                                    | 12.59 |
| 31290 - Shuttle Bus Driver   | 20.27 |
| 31310 - Taxi Driver  | 15.18 |
| 31361 - Truckdriver, Light   | 20.27 |
| 31362 - Truckdriver, Medium  | 21.65 |
| 31363 - Truckdriver, Heavy   | 23.04 |
| 31364 - Truckdriver, Tractor-Trailer                                 | 23.04 |
| 99000 - Miscellaneous Occupations                                    |       |
| 99030 - Cashier  | 9.94  |
| 99050 - Desk Clerk   | 11.09 |
| 99095 - Embalmer   | 24.65 |
| 99251 - Laboratory Animal Caretaker I                                | 14.03 |
| 99252 - Laboratory Animal Caretaker II                               | 15.43 |
| 99310 - Mortician  | 29.31 |
| 99410 - Pest Controller  | 17.34 |
| 99510 - Photofinishing Worker  | 13.51 |
| 99710 - Recycling Laborer  | 16.97 |

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| 99711 - Recycling Specialist            | 19.92 |
| 99730 - Refuse Collector                | 15.57 |
| 99810 - Sales Clerk                     | 11.12 |
| 99820 - School Crossing Guard           | 11.79 |
| 99830 - Survey Party Chief              | 21.24 |
| 99831 - Surveying Aide                  | 13.32 |
| 99832 - Surveying Technician            | 18.28 |
| 99840 - Vending Machine Attendant       | 13.80 |
| 99841 - Vending Machine Repairer        | 15.84 |
| 99842 - Vending Machine Repairer Helper | 13.80 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

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: 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 4174)

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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

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).

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.