



**UNITED STATES DISTRICT COURT  
DISTRICT OF KANSAS  
OFFICE OF THE CLERK**

Skyler O'Hara, Clerk of Court  
Stephanie Mickelsen, Chief Deputy

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**Request for Quotation (RFQ)**

**RFQ Title:** RFQ- Robert J. Dole U.S. Courthouse 4<sup>th</sup> Floor Courtroom Carpet

**Request Date:** 8/18/25

**Submission of Quotations:**

Interested vendors shall submit a quotation by no later than **5:00 p.m. CST on 8/29/2025** by email to:

William McClain

**Email:** [Bill\\_Mcclain@ksd.uscourts.gov](mailto:Bill_Mcclain@ksd.uscourts.gov)

The United States District Court, District of Kansas intends to make an award based on the lowest priced, technically acceptable quote. All items should be quoted as a fixed price. Payment terms will be considered Net 30 unless more favorable terms are offered.

Using the quote sheet provided herein, email your quote no later than the date and time specified above. Late quotes will not be considered unless the judiciary determines, at its own discretion, that considering the late quote is in the judiciary's best interest and will not unduly delay the procurement.

**The Period of Performance:** All work must be completed within 90 days of formal notice to proceed.

**The Place of Performance:** Robert J. Dole U.S. Courthouse, 500 State Avenue, Kansas City KS 66101

An award will be issued based upon availability of funds. The court may elect to not recarpet all four courtrooms if there isn't sufficient funding to support this project. Considering this, submissions should provide a breakdown of all costs per courtroom.

Award of contract and acceptance of work performed will be dependent on approval from the General Services Administration (GSA) and the court.

Sincerely,

*William McClain*

Contracting Officer

## BACKGROUND

The United States District Court (USDC) for the District of Kansas has four courtrooms located on the 4th floor of the Robert J. Dole U.S. Courthouse in Kansas City, KS which need cyclical maintenance upgrades. The court is requesting quotations for a turnkey project to remove all carpeting and replace with new in courtrooms **476, 463, 440, and 427**.

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### **A. GENERAL**

1. On-site work as well as pre-bid walkthrough(s) to be scheduled with the local USDC representative, Carie Shirley (816) 807-0260 or William McClain (785) 260-1779. Work shall be performed during normal working hours (7:00am to 5:00pm).
2. Questions and clarifications should be submitted to the court via email to William McClain [Bill\\_Mcclain@ksd.uscourts.gov](mailto:Bill_Mcclain@ksd.uscourts.gov) by 5:00 p.m. CST on 8/29/2025. The court will answer those questions and provide the written responses to all quoters.
3. Daily cleanup of the worksite and removal of construction debris is required. All trash is the contractor's responsibility to be removed from site daily. All demolition material shall be hauled and disposed of appropriately away from the premises. NOTE: Building dumpsters will not be used for disposal.
4. No apparatus with an open flame, grinding that creates sparks, or grinding that creates excessive dust is allowed to be used within the facility without prior receipt of a burn permit.
5. All work shall comply with the latest version of national, state and local codes.
6. The contractor is responsible for protection of existing building hardware, equipment, ceilings, floors, and walls adjacent to the work area. Use drop-cloths, protective coverings, and other proven methods, to protect these items from damage.
7. The contractor shall take appropriate measures to protect the building, its occupants, and the public. Limit the disruption, noise, odors, dust, and visibility of construction. This includes but is not limited to signage (warnings, detours, etc.) and physical separation (tents, partitions, etc.).
8. The contractor is responsible for onsite verification of all, working conditions, locations, hazards, work details and measurements of project prior to submitting bid.
9. Prior to commencing work, provide a written list of employees and subcontractor employees that will be working within the building during the contract period to the court representative. All contract employees will require security escorting by a court representative in the building through the duration of project.

10. The contractor shall prepare and submit a written phase/work schedule to the court representative within ten calendar days after receipt of notice to proceed. NOTE: Work will need to be coordinated with courtroom use schedules and availability. The carpet installation will need be completed in a courtroom before moving on to the next one. This will allow other the other three courtrooms to remain in service during this project.
11. All materials and labor supplied by the contractor shall have a one-year warranty or greater if the manufacturer's warranty is greater.
12. The Service Contract Act (SCA), 41 U.S.C. §§ 6701–6701, applies to contracts over \$2,500. SCA requires that service contracts over \$2,500 contain mandatory provisions regarding minimum wages and fringe benefits. It requires contractors to pay their service employees at least the wages and fringe benefits prevailing in that locality and in no event may service employees be paid less than the minimum wages specified in the Fair Labor Standards Act, 29 U.S.C. 206(a)(1). The current Department of Labor wage determination for this locality is attached to this RFQ

## **B. WORK SUMMARY**

The contractor shall provide all the labor, materials tools, and equipment required to replace the carpet in courtrooms 476, 463, 440, and 427. Work will be performed on the 4<sup>th</sup> floor of the Robert J. Dole U.S. Courthouse 500 State Ave. Kansas City, KS 66101

## **C. WORK DETAILS**

### **1. EXISTING CARPET & PREPARATION**

- a. The contractor shall remove the existing carpet in the courtrooms as shown on the attached drawing.
- b. The contractor is responsible for disconnecting, moving, and reinstalling all courtroom furniture to accommodate carpet removal and installation.
- c. All used carpet must be removed, hauled away, and disposed of appropriately from the premises following all local disposal and recycling regulations.
- d. All walls, door frames, furniture, millwork, and baseboard moldings are to be protected from damage from demolition activities and carpet handling.
- e. The contractor is responsible for disconnecting, moving, and reinstalling all courtroom furniture to accommodate carpet removal and installation.

- f. The contractor shall prepare floors to receive industry standard installation for direct glue down carpet with attached cushion, following carpet manufacturer installation guidelines. The new carpet is required to be installed over properly prepared substrates that are suitable for the specific product and installation method selected. All cracks, holes and flooring irregularities are required to be repaired to ensure a smooth, finished appearance, prevent accelerated wear and telegraphing substrate irregularities. Substrates are required to be structurally sound and free of foreign substances that will compromise the carpet or its installation. Patching compounds are required to be suitable for the use application. Select polymer-fortified patching compounds according to the carpet manufacturer's instructions.

## 2. NEW CARPET

- a. The contractor shall provide the labor, material, tools, and equipment required to furnish and install new commercial grade broadloom carpet with attached carpet cushion following the carpet manufacturer's installation guidelines.
  - The new carpet shall meet or exceed the following commercial carpet specifications. <[view full spec](#)>

**Manufacturer:** ShawContract

**Collection:** Alternature

**Style:** Grounded, 5A190

**Color:** Balsa 38103 *\*will need to be confirmed*

- The attached carpet cushion shall meet or exceed the following commercial cushion specifications. <[view full spec](#)>

**Manufacturer:** ShawContract

**Product:** ClassicBac® PC Custom Backing

- b. Quotes will need to include alternative carpet specifications and manufacture(s), styles, and (5ea) colors if proposed product is different from the manufacturer specified above.
- c. This is a turnkey project which includes the carpet installation of steps, judge's bench area, witness stand, and jury box. Note: The removable modular stage platforms will need to be moved but will not be recarpeted as part of this project.
- d. The contractor shall provide a carpet layout and seam plan to the Court for review and approval prior to installation.

#### **D. WORKMANSHIP**

1. The court has the right to reject any unsatisfactory or unsuitable material or workmanship. Any damage caused by the contractor to the building and its contents or tenants shall be the responsibility of the contractor to correct in a timely manner.
2. The contractor shall ensure personnel performing tasks required under this contract are skilled and knowledgeable in the methods and craftsmanship needed to produce journeymen level of workmanship. All work shall be completed in accordance with the best practices of the trade.
3. Upon completion of the project, the court representative will conduct a walk-through with the contractor to ensure that the work has been satisfactorily completed. The court representative will provide final acceptance of installation once attained.

#### **E. SAFETY AND HEALTH**

1. All work shall comply with applicable state and municipal safety and health requirements. Where there is a conflict between applicable regulations, the most stringent will apply.
2. The contractor shall assume full responsibility and liability for compliance with all applicable regulations pertaining to the health and safety of personnel during the execution of work and shall hold the government harmless for any action on its part or that of its employees or subcontractors, which results in illness or death.
3. The contractor shall provide all necessary safety equipment and ensure that such equipment and all relevant safety procedures are adequate for the job being performed and are utilized properly.
4. The contractor must post and provide Safety Data Sheets for all products used in this project.

**Quote Sheet for RFQ -Robert J. Dole U.S. Courthouse 4th Floor Courtroom Carpet**

**Instructions for Quoter:**

Provide the information requested here **and** below at **Provision 3-5** and **Clause 7-10**

<b>Company name:</b>	
<b>DUNS number or UEI:</b>	
<b>Discount terms, if other than Net 30:</b>	

**Instructions for Quoter:** *Fill in the total price per courtroom and the grand total amount.*

Courtroom	Project Description	Total Price (\$)
476		
463		
440		
427		

<b>GRAND TOTAL:</b>	\$
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## TERMS AND CONDITIONS

The following judiciary terms and conditions are incorporated into this request and will be included in the resulting order.

## SOLICITATION PROVISIONS

### **Provision 3-5, Taxpayer Identification and Other Offeror Information (APR 2011)**

(a) Definitions. "Taxpayer Identification (TIN)," as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of 31 U.S.C. §§ 7701(c) and 3325(d), reporting requirements of 26 U.S.C. §§ 6041, 6041A, and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror's relationship with the government (31 U.S.C. § 7701(c)(3)). If the resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(d) Taxpayer Identification Number (TIN): \_\_\_\_\_

☐ TIN has been applied for.

☐ TIN is not required, because:

☐ Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

☐ Offeror is an agency or instrumentality of a foreign government;

☐ Offeror is an agency or instrumentality of the federal government.

(e) Type of Organization:

☐ sole proprietorship;

☐ partnership;

☐ corporate entity (not tax-exempt);

- ☐ corporate entity (tax-exempt);
- ☐ government entity (federal, state or local);
- ☐ foreign government;
- ☐ international organization per 26 CFR 1.6049-4;
- ☐ other

(f) Contractor representations. The offeror represents as part of its offer that it is ☐, is not ☐ 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

- ☐ Women Owned Business
- ☐ Minority Owned Business (if selected then one sub-type is required)
  - ☐ Black American Owned
  - ☐ Hispanic American Owned
  - ☐ Native American Owned (American Indians, Eskimos, Aleuts, or Native Hawaiians)
  - ☐ Asian-Pacific American Owned (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)
  - ☐ Subcontinent Asian (Asian-Indian) American Owned (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)
  - ☐ Individual/concern, other than one of the preceding.

(end)

#### **Provision B-1, Solicitation Provisions Incorporated by Reference (SEP 2010)**

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and

provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this address:

<http://www.uscourts.gov/procurement.aspx>.

(end)

The following provisions marked with an 'X' are incorporated by reference:

	2-15	Warranty Information (JAN 2003)
	2-70	Site Visit (JAN 2003)
	2-85A	Evaluation Inclusive of Options (JAN 2003)
	2-85B	Evaluation Inclusive of Options (JAN 2003)
	2-85C	Evaluation of Options Exercised at Time of Contract Award (JAN 2003)
	3-185	Evaluation of Compensation for Professional Employees (JAN 2003)
	4-155	Alternate Awards (JUN 2014)
	4-165	Price Proposal Instruction – Multi-Year Contract (JUN 2014)

## **CONTRACT CLAUSES**

Applicable to both the solicitation and contract

### **Clause 7-10, Contractor Representative (JAN 2003)**

(a) The contractor's representative to be contacted for all contract administration matters is as follows (contractor complete the information):

**Name:**

**Address:**

**Telephone:**

**E-mail:**

(b) The contractor's representative shall act as the central point of contact with the judiciary, shall be responsible for all contract administration issues relative to this contract, and shall have full authority to act for and legally bind the contractor on all such issues.

(end)

### **Clause B-5, Clauses Incorporated by Reference (SEP 2010)**

This contract incorporates one or more clauses by reference, with the same force and effect as

if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address:  
<http://www.uscourts.gov/procurement.aspx>.

(end)

**The following clauses marked with an 'X' are incorporated by reference:**

	2-5B	Inspection of Services (APR 2013)
	2-20A	Incorporation of Warranty (JAN 2003)
	2-40B	Delivery of Excess Quantities (JAN 2003)
	2-50	Continuity of Services (JAN 2003)
	2-55	Privacy or Security of Safeguards (JAN 2003)
	2-80	Judiciary Property (JAN 2003)
	2-90C	Option to Extend Services (APR 2013)
	2-90D	Option to Extend the Term of the Contract (APR 2013)
	2-110	Option to Purchase Equipment (JAN 2003)
	2-125	Security for Advance Payment (APR 2013)
	2-130	Energy Efficiency in Energy-Consuming Products (APR 2013)
	2-135	Acquisition of EPEAT®-Registered Personal Computer Products (MAR 2019)
	2-140	Judiciary IT Security Standards (APR 2013)
	3-1	Contractor Use of Mandatory Sources of Products or Services (JUN 2012)
X	3-3	Provisions, Clauses, Terms and Conditions - Small Purchases (JUN 2014)
	4-150	Cancellation Under Multi-Year Contracts (JUN 2014)
	5-1	Payments under Personal and Professional Services Contracts (APR 2013)
	5-30	Authorization and Consent (JAN 2003)
	5-30	Alternate I (JAN 2003)
	6-10	Deposit of Assets Requirements (APR 2013)
	6-15	Deposit of Assets Instead of Surety Bonds (JAN 2003)
	6-65	Rights in Data – Special Works (JAN 2010)
	6-75	Rights to Data in an Offer (APR 2013)
	6-80	Rights in Data – Existing Works (JAN 2010)

	6-90	Notice and Assistance Regarding Patent and Copyright Infringement (APR 2010)
	6-110	Deferred Ordering of Technical Data or Computer Software (JUN 2014)
X	7-1	Contract Administration (JAN 2003)
X	7-5	Contracting Officer's Representative (APR 2013)
X	7-15	Observance of Regulations/Standards of Conduct (JAN 2003)
X	7-25	Indemnification (AUG 2004)
	7-45	Travel (APR 2013)
	7-55	Contractor Use of Judiciary Networks (JUN 2014)
	7-70	Judiciary Property Furnished "As Is" (APR 2013)
	7-95	Contractor Inspection Requirements (JAN 2003)
	7-115	Availability of Funds (JAN 2003)
	7-160	Limitation on Withholding of Payments (APR 2013)
	7-170	Notice of Intent to Disallow Costs (JAN 2003)
	7-180	Prohibition of Assignment of Claims (JUN 2012)
X	7-215	Notification of Ownership Changes (JAN 2003)

**Enclosures:**

- Building 4<sup>th</sup> FL courtroom basic layout drawing
- Department of Labor Wage Determination



"REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-5105  
Revision No.: 26  
Date Of Last Revision: 07/08/2025

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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or   after January 30, 2022, or the   contract is renewed or extended (e.g., workers   an option is exercised) on or after applicable   January 30, 2022: determination,         	Executive Order 14026 generally applies to   the contract.   The contractor must pay all covered   at least \$17.75 per hour (or the   wage rate listed on this wage   if it is higher) for all hours spent   performing on the contract in 2025.
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If the contract was awarded on or   between January 1, 2015 and January 29,   2022, and the contract is not renewed workers   or extended on or after January 30, applicable   2022: determination,         	Executive Order 13658 generally applies to   the contract.   The contractor must pay all covered   at least \$13.30 per hour (or the   wage rate listed on this wage   if it is higher) for all hours spent   performing on the contract in 2025.
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The applicable Executive Order minimum wage rate will be adjusted annually.  
Additional  
information on contractor requirements and worker protections under the Executive  
Orders  
is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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States: Kansas, Missouri

Area: Kansas Counties of Johnson, Leavenworth, Linn, Miami, Wyandotte  
Missouri Counties of Bates, Caldwell, Cass, Clay, Clinton, Jackson, Lafayette,  
Platte, Ray

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

18.88

01012 - Accounting Clerk II

21.20

01013 - Accounting Clerk III

23.71

01020 - Administrative Assistant

30.52

01035 - Court Reporter

33.78

01041 - Customer Service Representative I

16.75\*\*\*

01042 - Customer Service Representative II

18.28

01043 - Customer Service Representative III

20.52

01051 - Data Entry Operator I

16.75\*\*\*

01052 - Data Entry Operator II

18.28

01060 - Dispatcher, Motor Vehicle

24.03

01070 - Document Preparation Clerk

19.02

01090 - Duplicating Machine Operator

19.02  
    01111 - General Clerk I  
17.23\*\*\*  
    01112 - General Clerk II  
18.81  
    01113 - General Clerk III  
21.11  
    01120 - Housing Referral Assistant  
23.96  
    01141 - Messenger Courier  
18.90  
    01191 - Order Clerk I  
17.87  
    01192 - Order Clerk II  
19.50  
    01261 - Personnel Assistant (Employment) I  
19.48  
    01262 - Personnel Assistant (Employment) II  
21.79  
    01263 - Personnel Assistant (Employment) III  
24.29  
    01270 - Production Control Clerk  
25.14  
    01290 - Rental Clerk  
17.92  
    01300 - Scheduler, Maintenance  
19.22  
    01311 - Secretary I  
19.22  
    01312 - Secretary II  
21.50  
    01313 - Secretary III  
23.96  
    01320 - Service Order Dispatcher  
21.48  
    01410 - Supply Technician  
30.52  
    01420 - Survey Worker  
20.53  
    01460 - Switchboard Operator/Receptionist  
17.73\*\*\*  
    01531 - Travel Clerk I  
20.04  
    01532 - Travel Clerk II  
21.84  
    01533 - Travel Clerk III  
24.43  
    01611 - Word Processor I  
20.01  
    01612 - Word Processor II

22.48  
     01613 - Word Processor III  
 25.15  
 05000 - Automotive Service Occupations  
     05005 - Automobile Body Repairer, Fiberglass  
 28.44  
     05010 - Automotive Electrician  
 23.13  
     05040 - Automotive Glass Installer  
 21.82  
     05070 - Automotive Worker  
 21.82  
     05110 - Mobile Equipment Servicer  
 18.93  
     05130 - Motor Equipment Metal Mechanic  
 24.19  
     05160 - Motor Equipment Metal Worker  
 21.82  
     05190 - Motor Vehicle Mechanic  
 24.19  
     05220 - Motor Vehicle Mechanic Helper  
 17.41\*\*\*  
     05250 - Motor Vehicle Upholstery Worker  
 20.36  
     05280 - Motor Vehicle Wrecker  
 21.82  
     05310 - Painter, Automotive  
 23.13  
     05340 - Radiator Repair Specialist  
 21.82  
     05370 - Tire Repairer  
 18.61  
     05400 - Transmission Repair Specialist  
 24.19  
 07000 - Food Preparation And Service Occupations  
     07010 - Baker  
 16.55\*\*\*  
     07041 - Cook I  
 16.71\*\*\*  
     07042 - Cook II  
 19.26  
     07070 - Dishwasher  
 15.07\*\*\*  
     07130 - Food Service Worker  
 14.87\*\*\*  
     07210 - Meat Cutter  
 19.00  
     07260 - Waiter/Waitress  
 14.04\*\*\*  
 09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter  
24.05  
09040 - Furniture Handler  
15.75\*\*\*  
09080 - Furniture Refinisher  
21.23  
09090 - Furniture Refinisher Helper  
17.01\*\*\*  
09110 - Furniture Repairer, Minor  
19.27  
09130 - Upholsterer  
19.09  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
17.22\*\*\*  
11060 - Elevator Operator  
16.95\*\*\*  
11090 - Gardener  
24.81  
11122 - Housekeeping Aide  
16.95\*\*\*  
11150 - Janitor  
16.95\*\*\*  
11210 - Laborer, Grounds Maintenance  
19.02  
11240 - Maid or Houseman  
16.15\*\*\*  
11260 - Pruner  
17.17\*\*\*  
11270 - Tractor Operator  
22.82  
11330 - Trail Maintenance Worker  
19.02  
11360 - Window Cleaner  
18.78  
12000 - Health Occupations  
12010 - Ambulance Driver  
18.31  
12011 - Breath Alcohol Technician  
27.05  
12012 - Certified Occupational Therapist Assistant  
33.56  
12015 - Certified Physical Therapist Assistant  
30.97  
12020 - Dental Assistant  
22.97  
12025 - Dental Hygienist  
41.75  
12030 - EKG Technician  
36.33

12035 - Electroneurodiagnostic Technologist  
36.33  
12040 - Emergency Medical Technician  
18.31  
12071 - Licensed Practical Nurse I  
24.19  
12072 - Licensed Practical Nurse II  
27.05  
12073 - Licensed Practical Nurse III  
30.15  
12100 - Medical Assistant  
21.19  
12130 - Medical Laboratory Technician  
26.97  
12160 - Medical Record Clerk  
21.38  
12190 - Medical Record Technician  
23.92  
12195 - Medical Transcriptionist  
18.66  
12210 - Nuclear Medicine Technologist  
46.90  
12221 - Nursing Assistant I  
13.65\*\*\*  
12222 - Nursing Assistant II  
15.36\*\*\*  
12223 - Nursing Assistant III  
16.76\*\*\*  
12224 - Nursing Assistant IV  
18.81  
12235 - Optical Dispenser  
18.49  
12236 - Optical Technician  
20.64  
12250 - Pharmacy Technician  
20.28  
12280 - Phlebotomist  
21.93  
12305 - Radiologic Technologist  
35.83  
12311 - Registered Nurse I  
26.85  
12312 - Registered Nurse II  
32.84  
12313 - Registered Nurse II, Specialist  
32.84  
12314 - Registered Nurse III  
39.73  
12315 - Registered Nurse III, Anesthetist  
39.73

12316 - Registered Nurse IV  
47.63  
12317 - Scheduler (Drug and Alcohol Testing)  
33.51  
12320 - Substance Abuse Treatment Counselor  
26.96  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
21.77  
13012 - Exhibits Specialist II  
27.35  
13013 - Exhibits Specialist III  
32.98  
13041 - Illustrator I  
21.82  
13042 - Illustrator II  
27.04  
13043 - Illustrator III  
33.06  
13047 - Librarian  
30.95  
13050 - Library Aide/Clerk  
15.64\*\*\*  
13054 - Library Information Technology Systems  
27.04  
Administrator  
13058 - Library Technician  
18.72  
13061 - Media Specialist I  
19.51  
13062 - Media Specialist II  
21.82  
13063 - Media Specialist III  
24.32  
13071 - Photographer I  
18.03  
13072 - Photographer II  
20.17  
13073 - Photographer III  
24.98  
13074 - Photographer IV  
30.55  
13075 - Photographer V  
36.96  
13090 - Technical Order Library Clerk  
19.63  
13110 - Video Teleconference Technician  
26.95  
14000 - Information Technology Occupations  
14041 - Computer Operator I

21.19  
     14042 - Computer Operator II  
 23.71  
     14043 - Computer Operator III  
 26.43  
     14044 - Computer Operator IV  
 29.37  
     14045 - Computer Operator V  
 32.53  
     14071 - Computer Programmer I (see 1)  
 24.62  
     14072 - Computer Programmer II (see 1)  
  
     14073 - Computer Programmer III (see 1)  
  
     14074 - Computer Programmer IV (see 1)  
  
     14101 - Computer Systems Analyst I (see 1)  
  
     14102 - Computer Systems Analyst II (see 1)  
  
     14103 - Computer Systems Analyst III (see 1)  
  
     14150 - Peripheral Equipment Operator  
 21.19  
     14160 - Personal Computer Support Technician  
 29.37  
     14170 - System Support Specialist  
 32.53  
 15000 - Instructional Occupations  
     15010 - Aircrew Training Devices Instructor (Non-Rated)  
 33.10  
     15020 - Aircrew Training Devices Instructor (Rated)  
 40.04  
     15030 - Air Crew Training Devices Instructor (Pilot)  
 48.01  
     15050 - Computer Based Training Specialist / Instructor  
 33.10  
     15060 - Educational Technologist  
 35.19  
     15070 - Flight Instructor (Pilot)  
 48.01  
     15080 - Graphic Artist  
 27.19  
     15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
 48.01  
     15086 - Maintenance Test Pilot, Rotary Wing  
 48.01  
     15088 - Non-Maintenance Test/Co-Pilot  
 48.01

15090 - Technical Instructor  
26.16  
15095 - Technical Instructor/Course Developer  
31.99  
15110 - Test Proctor  
21.12  
15120 - Tutor  
21.12  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
15.04\*\*\*  
16030 - Counter Attendant  
15.04\*\*\*  
16040 - Dry Cleaner  
17.20\*\*\*  
16070 - Finisher, Flatwork, Machine  
15.04\*\*\*  
16090 - Presser, Hand  
15.04\*\*\*  
16110 - Presser, Machine, Drycleaning  
15.04\*\*\*  
16130 - Presser, Machine, Shirts  
15.04\*\*\*  
16160 - Presser, Machine, Wearing Apparel, Laundry  
15.04\*\*\*  
16190 - Sewing Machine Operator  
17.92  
16220 - Tailor  
18.64  
16250 - Washer, Machine  
15.76\*\*\*  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
33.36  
19040 - Tool And Die Maker  
38.94  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
23.65  
21030 - Material Coordinator  
25.14  
21040 - Material Expediter  
25.14  
21050 - Material Handling Laborer  
19.41  
21071 - Order Filler  
17.77  
21080 - Production Line Worker (Food Processing)  
23.65  
21110 - Shipping Packer

20.48  
21130 - Shipping/Receiving Clerk  
20.48  
21140 - Store Worker I  
17.48\*\*\*  
21150 - Stock Clerk  
23.96  
21210 - Tools And Parts Attendant  
23.65  
21410 - Warehouse Specialist  
23.65  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
38.03  
23019 - Aircraft Logs and Records Technician  
30.80  
23021 - Aircraft Mechanic I  
36.56  
23022 - Aircraft Mechanic II  
38.03  
23023 - Aircraft Mechanic III  
39.46  
23040 - Aircraft Mechanic Helper  
26.27  
23050 - Aircraft, Painter  
34.98  
23060 - Aircraft Servicer  
30.80  
23070 - Aircraft Survival Flight Equipment Technician  
34.98  
23080 - Aircraft Worker  
33.00  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
33.00  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
36.56  
II  
23110 - Appliance Mechanic  
25.76  
23120 - Bicycle Repairer  
24.71  
23125 - Cable Splicer  
48.14  
23130 - Carpenter, Maintenance  
29.35  
23140 - Carpet Layer  
27.87  
23160 - Electrician, Maintenance  
33.83

23181 - Electronics Technician Maintenance I  
 29.03  
 23182 - Electronics Technician Maintenance II  
 31.33  
 23183 - Electronics Technician Maintenance III  
 32.75  
 23260 - Fabric Worker  
 26.58  
 23290 - Fire Alarm System Mechanic  
 28.25  
 23310 - Fire Extinguisher Repairer  
 24.71  
 23311 - Fuel Distribution System Mechanic  
 36.34  
 23312 - Fuel Distribution System Operator  
 28.44  
 23370 - General Maintenance Worker  
 23.47  
 23380 - Ground Support Equipment Mechanic  
 36.56  
 23381 - Ground Support Equipment Servicer  
 30.80  
 23382 - Ground Support Equipment Worker  
 33.00  
 23391 - Gunsmith I  
 24.71  
 23392 - Gunsmith II  
 28.49  
 23393 - Gunsmith III  
 31.58  
 23410 - Heating, Ventilation And Air-Conditioning  
 29.37  
 Mechanic  
 23411 - Heating, Ventilation And Air Contidioning  
 30.60  
 Mechanic (Research Facility)  
 23430 - Heavy Equipment Mechanic  
 30.64  
 23440 - Heavy Equipment Operator  
 30.43  
 23460 - Instrument Mechanic  
 29.18  
 23465 - Laboratory/Shelter Mechanic  
 30.19  
 23470 - Laborer  
 19.41  
 23510 - Locksmith  
 26.08  
 23530 - Machinery Maintenance Mechanic  
 31.34

23550 - Machinist, Maintenance  
26.14  
23580 - Maintenance Trades Helper  
17.52\*\*\*  
23591 - Metrology Technician I  
29.18  
23592 - Metrology Technician II  
30.40  
23593 - Metrology Technician III  
31.54  
23640 - Millwright  
36.76  
23710 - Office Appliance Repairer  
21.38  
23760 - Painter, Maintenance  
25.38  
23790 - Pipefitter, Maintenance  
35.51  
23810 - Plumber, Maintenance  
33.95  
23820 - Pneudraulic Systems Mechanic  
31.58  
23850 - Rigger  
28.66  
23870 - Scale Mechanic  
28.49  
23890 - Sheet-Metal Worker, Maintenance  
35.79  
23910 - Small Engine Mechanic  
23.54  
23931 - Telecommunications Mechanic I  
30.36  
23932 - Telecommunications Mechanic II  
31.63  
23950 - Telephone Lineman  
27.36  
23960 - Welder, Combination, Maintenance  
25.44  
23965 - Well Driller  
28.22  
23970 - Woodcraft Worker  
31.58  
23980 - Woodworker  
24.71  
24000 - Personal Needs Occupations  
24550 - Case Manager  
21.08  
24570 - Child Care Attendant  
14.64\*\*\*  
24580 - Child Care Center Clerk

18.25  
24610 - Chore Aide  
14.39\*\*\*  
24620 - Family Readiness And Support Services  
21.08  
Coordinator  
24630 - Homemaker  
21.08  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
37.33  
25040 - Sewage Plant Operator  
24.92  
25070 - Stationary Engineer  
37.33  
25190 - Ventilation Equipment Tender  
26.87  
25210 - Water Treatment Plant Operator  
24.92  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
23.68  
27007 - Baggage Inspector  
18.66  
27008 - Corrections Officer  
23.73  
27010 - Court Security Officer  
25.64  
27030 - Detection Dog Handler  
20.87  
27040 - Detention Officer  
23.73  
27070 - Firefighter  
27.47  
27101 - Guard I  
18.66  
27102 - Guard II  
20.87  
27131 - Police Officer I  
27.27  
27132 - Police Officer II  
30.31  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
18.06  
28042 - Carnival Equipment Repairer  
19.64  
28043 - Carnival Worker  
13.59\*\*\*  
28210 - Gate Attendant/Gate Tender

19.77  
28310 - Lifeguard  
14.11\*\*\*  
28350 - Park Attendant (Aide)  
22.11  
28510 - Recreation Aide/Health Facility Attendant  
16.14\*\*\*  
28515 - Recreation Specialist  
27.39  
28630 - Sports Official  
17.61\*\*\*  
28690 - Swimming Pool Operator  
22.64  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
35.94  
29020 - Hatch Tender  
35.94  
29030 - Line Handler  
35.94  
29041 - Stevedore I  
33.53  
29042 - Stevedore II  
38.09  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
46.83  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
32.29  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
35.55  
30021 - Archeological Technician I  
20.11  
30022 - Archeological Technician II  
22.49  
30023 - Archeological Technician III  
27.86  
30030 - Cartographic Technician  
27.86  
30040 - Civil Engineering Technician  
30.34  
30051 - Cryogenic Technician I  
30.86  
30052 - Cryogenic Technician II  
34.08  
30061 - Drafter/CAD Operator I  
20.11  
30062 - Drafter/CAD Operator II  
22.49  
30063 - Drafter/CAD Operator III

25.07  
30064 - Drafter/CAD Operator IV  
30.86  
30081 - Engineering Technician I  
16.79\*\*\*  
30082 - Engineering Technician II  
19.08  
30083 - Engineering Technician III  
21.95  
30084 - Engineering Technician IV  
26.11  
30085 - Engineering Technician V  
31.94  
30086 - Engineering Technician VI  
38.64  
30090 - Environmental Technician  
23.10  
30095 - Evidence Control Specialist  
27.86  
30210 - Laboratory Technician  
26.15  
30221 - Latent Fingerprint Technician I  
33.46  
30222 - Latent Fingerprint Technician II  
36.95  
30240 - Mathematical Technician  
30.26  
30361 - Paralegal/Legal Assistant I  
23.74  
30362 - Paralegal/Legal Assistant II  
29.41  
30363 - Paralegal/Legal Assistant III  
35.97  
30364 - Paralegal/Legal Assistant IV  
43.52  
30375 - Petroleum Supply Specialist  
34.08  
30390 - Photo-Optics Technician  
27.86  
30395 - Radiation Control Technician  
34.08  
30461 - Technical Writer I  
26.05  
30462 - Technical Writer II  
31.87  
30463 - Technical Writer III  
38.55  
30491 - Unexploded Ordnance (UXO) Technician I  
29.76  
30492 - Unexploded Ordnance (UXO) Technician II

36.01  
30493 - Unexploded Ordnance (UXO) Technician III  
43.16  
30494 - Unexploded (UXO) Safety Escort  
29.76  
30495 - Unexploded (UXO) Sweep Personnel  
29.76  
30501 - Weather Forecaster I  
30.86  
30502 - Weather Forecaster II  
37.54  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
25.07  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
27.86  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
36.01  
31020 - Bus Aide  
21.70  
31030 - Bus Driver  
30.45  
31043 - Driver Courier  
19.59  
31260 - Parking and Lot Attendant  
14.02\*\*\*  
31290 - Shuttle Bus Driver  
17.18\*\*\*  
31310 - Taxi Driver  
13.99\*\*\*  
31361 - Truckdriver, Light  
21.30  
31362 - Truckdriver, Medium  
22.91  
31363 - Truckdriver, Heavy  
28.17  
31364 - Truckdriver, Tractor-Trailer  
28.17  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
17.55\*\*\*  
99030 - Cashier  
14.34\*\*\*  
99050 - Desk Clerk  
15.75\*\*\*  
99095 - Embalmer  
28.91  
99130 - Flight Follower  
29.76

99251 - Laboratory Animal Caretaker I  
 17.03\*\*\*  
 99252 - Laboratory Animal Caretaker II  
 18.52  
 99260 - Marketing Analyst  
 31.29  
 99310 - Mortician  
 30.24  
 99410 - Pest Controller  
 21.91  
 99510 - Photofinishing Worker  
 17.70\*\*\*  
 99710 - Recycling Laborer  
 23.51  
 99711 - Recycling Specialist  
 28.21  
 99730 - Refuse Collector  
 21.22  
 99810 - Sales Clerk  
 16.27\*\*\*  
 99820 - School Crossing Guard  
 15.50\*\*\*  
 99830 - Survey Party Chief  
 30.32  
 99831 - Surveying Aide  
 18.86  
 99832 - Surveying Technician  
 25.81  
 99840 - Vending Machine Attendant  
 17.57\*\*\*  
 99841 - Vending Machine Repairer  
 22.03  
 99842 - Vending Machine Repairer Helper  
 17.57\*\*\*

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana,

or Mississippi, including their agencies, are a party.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 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. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### **\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives,

and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading

and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### **\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations

are

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."