

ATTACHMENT 5
DEPARTMENT OF LABOR (DOL)
WAGE DETERMINATIONS -

36 Pages Total

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REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of Wage Determination No.: 2005-2051
Director Wage Determinations Revision No.: 16
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Alameda, Contra Costa

Pringe Benefits Required Follow the Occupational Listing		FOOTNOTE	RATE
OCCUPATION CODE - TITLE			
01000 - Administrative Support And Clerical Occupations			
01011 - Accounting Clerk I			17.92
01012 - Accounting Clerk II			20.12
01013 - Accounting Clerk III			22.50
01020 - Administrative Assistant			30.87
01040 - Court Reporter			28.31
01051 - Data Entry Operator I			15.38
01052 - Data Entry Operator II			16.78
01060 - Dispatcher, Motor Vehicle			29.13
01070 - Document Preparation Clerk			15.37
01090 - Duplicating Machine Operator			15.37
01111 - General Clerk I			15.87
01112 - General Clerk II			17.31
01113 - General Clerk III			19.97
01120 - Housing Referral Assistant			28.83
01141 - Messenger Courier			14.03
01191 - Order Clerk I			16.98
01192 - Order Clerk II			18.53
01261 - Personnel Assistant (Employment) I			19.80
01262 - Personnel Assistant (Employment) II			22.18
01263 - Personnel Assistant (Employment) III			24.69
01270 - Production Control Clerk			28.05
01280 - Receptionist			17.21
01290 - Rental Clerk			18.47
01300 - Scheduler, Maintenance			23.12
01311 - Secretary I			23.12
01312 - Secretary II			25.86
01313 - Secretary III			28.83
01320 - Service Order Dispatcher			24.26
01410 - Supply Technician			30.87
01420 - Survey Worker			24.06
01531 - Travel Clerk I			15.41

01532	- Travel Clerk II	17.34
01533	- Travel Clerk III	19.53
01611	- Word Processor I	20.77
01612	- Word Processor II	23.32
01613	- Word Processor III	26.09
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	24.75
05010	- Automotive Electrician	24.95
05040	- Automotive Glass Installer	21.76
05070	- Automotive Worker	24.96
05110	- Automotive Worker	21.71
05130	- Mobile Equipment Servicer	26.06
05160	- Motor Equipment Metal Mechanic	23.84
05190	- Motor Equipment Metal Worker	26.07
05220	- Motor Vehicle Mechanic	20.54
05250	- Motor Vehicle Mechanic Helper	22.78
05280	- Motor Vehicle Upholstery Worker	23.84
05310	- Motor Vehicle Wrecker	24.96
05340	- Painter, Automotive	23.84
05370	- Radiator Repair Specialist	17.31
05400	- Tire Repairer	26.07
07000	- Transmission Repair Specialist	
07000	- Food Preparation And Service Occupations	
07010	- Baker	15.83
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	11.28
07130	- Food Service Worker	11.00
07210	- Meat Cutter	16.59
07260	- Waiter/Waitress	11.39
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.13
09040	- Furniture Handler	15.26
09080	- Furniture Refinisher	21.13
09090	- Furniture Refinisher Helper	17.41
09110	- Furniture Repairer, Minor	19.28
09130	- Upholsterer	21.15
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.97
11060	- Elevator Operator	14.10
11090	- Gardener	23.78
11122	- Housekeeping Aide	14.89
11150	- Janitor	14.89
11240	- Laborer, Grounds Maintenance	18.29
11260	- Maid or Houseman	12.80
11270	- Pruner	17.19
11330	- Tractor Operator	21.58
11360	- Trail Maintenance Worker	18.29
11360	- Window Cleaner	15.68
12000	- Health Occupations	
12010	- Ambulance Driver	23.48
12011	- Breath Alcohol Technician	23.48
12012	- Certified Occupational Therapist Assistant	25.93
12015	- Certified Physical Therapist Assistant	27.94
12020	- Dental Assistant	21.98
12025	- Dental Hygienist	46.56
12030	- EKG Technician	27.59
12035	- Electroneurodiagnostic Technologist	27.59
12040	- Emergency Medical Technician	23.48
12071	- Licensed Practical Nurse I	24.53
12072	- Licensed Practical Nurse II	27.47
12073	- Licensed Practical Nurse III	30.62
12100	- Medical Assistant	20.98

12130	- Medical Laboratory Technician	23.05
12160	- Medical Record Clerk	21.00
12190	- Medical Record Technician	23.48
12195	- Medical Transcriptionist	20.55
12210	- Nuclear Medicine Technologist	45.90
12221	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
12223	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	21.80
12236	- Optical Technician	18.22
12250	- Pharmacy Technician	21.69
12280	- Phlebotomist	18.81
12305	- Radiologic Technologist	35.21
12311	- Registered Nurse I	43.85
12312	- Registered Nurse II	53.66
12313	- Registered Nurse II, Specialist	53.66
12314	- Registered Nurse III	64.90
12315	- Registered Nurse III, Anesthetist	64.90
12316	- Registered Nurse IV	77.80
12317	- Scheduler (Drug and Alcohol Testing)	34.02
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	25.45
13012	- Exhibits Specialist II	31.05
13013	- Exhibits Specialist III	37.98
13041	- Illustrator I	24.07
13042	- Illustrator II	29.81
13043	- Illustrator III	36.48
13047	- Librarian	35.64
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	31.06
13058	- Library Technician	26.04
13061	- Media Specialist I	22.42
13062	- Media Specialist II	25.08
13063	- Media Specialist III	27.96
13071	- Photographer I	20.39
13072	- Photographer II	22.81
13073	- Photographer III	28.23
13074	- Photographer IV	34.56
13075	- Photographer V	39.08
13110	- Video Teleconference Technician	23.30
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1)
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	(see 1)
14160	- Personal Computer Support Technician	
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	19.80
15020	- Aircrew Training Devices Instructor (Rated)	27.43
15030	- Air Crew Training Devices Instructor (Pilot)	36.80
15050	- Computer Based Training Specialist / Instructor	44.51
		53.36
		36.97

15060	- Educational Technologist	32.38
15070	- Flight Instructor (Pilot)	53.36
15080	- Graphic Artist	31.77
15090	- Technical Instructor	28.46
15095	- Technical Instructor/Course Developer	34.82
1510	- Test Proctor	22.97
15120	- Tutor	22.97
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.71
16030	- Counter Attendant	10.71
16040	- Dry Cleaner	14.57
16070	- Finisher, Flatwork, Machine	10.71
16090	- Presser, Hand	10.71
1610	- Presser, Machine, Drycleaning	10.71
16130	- Presser, Machine, Shirts	10.71
16160	- Presser, Machine, Wearing Apparel, Laundry	10.71
16190	- Sewing Machine Operator	15.86
16220	- Tailor	17.13
16250	- Washer, Machine	12.01
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.02
19040	- Tool And Die Maker	26.94
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.56
21030	- Material Coordinator	26.53
21040	- Material Expediter	26.53
21050	- Material Handling Laborer	16.69
21071	- Order Filler	15.60
21080	- Production Line Worker (Food Processing)	19.56
2110	- Shipping Packer	17.51
21130	- Shipping/Receiving Clerk	17.51
21140	- Store Worker I	14.54
21150	- Stock Clerk	20.01
21210	- Tools And Parts Attendant	19.56
21410	- Warehouse Specialist	19.56
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	30.51
23021	- Aircraft Mechanic I	29.02
23022	- Aircraft Mechanic II	30.51
23023	- Aircraft Mechanic III	30.51
23040	- Aircraft Mechanic Helper	31.80
23050	- Aircraft, Painter	22.12
23050	- Aircraft, Servicer	27.52
23060	- Aircraft Worker	25.34
23080	- Aircraft Worker	26.87
23110	- Appliance Mechanic	24.30
23120	- Bicycle Repairer	16.15
23125	- Cable Splicer	30.82
23130	- Carpenter, Maintenance	26.08
23140	- Carpet Layer	25.09
23160	- Electrician, Maintenance	37.22
23181	- Electronics Technician Maintenance I	30.54
23182	- Electronics Technician Maintenance II	32.27
23183	- Electronics Technician Maintenance III	34.02
23260	- Fabric Worker	24.18
23290	- Fire Alarm System Mechanic	24.69
23310	- Fire Extinguisher Repairer	23.32
23311	- Fuel Distribution System Mechanic	29.93
23312	- Fuel Distribution System Operator	23.97
23370	- General Maintenance Worker	22.50
23380	- Ground Support Equipment Mechanic	29.02
23381	- Ground Support Equipment Servicer	25.34
23382	- Ground Support Equipment Worker	26.87

23391	- Gunsmith I	23.32
23392	- Gunsmith II	26.46
23393	- Gunsmith III	29.48
23410	- Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411	- Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	29.77
23430	- Heavy Equipment Mechanic	30.65
23440	- Heavy Equipment Operator	33.19
23460	- Instrument Mechanic	32.04
23465	- Laboratory/Shelter Mechanic	27.92
23470	- Laborer	16.00
23510	- Locksmith	23.20
23530	- Machinery Maintenance Mechanic	23.20
23550	- Machinist, Maintenance	28.28
23580	- Maintenance Trades Helper	27.28
23591	- Metrology Technician I	17.19
23591	- Metrology Technician II	32.04
23592	- Metrology Technician III	33.68
23593	- Metrology Technician III	35.11
23640	- Millwright	32.53
23710	- Office Appliance Repairer	23.42
23760	- Painter, Maintenance	23.13
23790	- Pipefitter, Maintenance	31.65
23810	- Plumber, Maintenance	30.33
23820	- Pneudraulic Systems Mechanic	29.48
23850	- Rigger	29.56
23870	- Scale Mechanic	26.46
23890	- Sheet-Metal Worker, Maintenance	31.09
23910	- Small Engine Mechanic	20.20
23931	- Telecommunications Mechanic I	28.12
23932	- Telecommunications Mechanic II	29.56
23950	- Telephone Lineman	26.42
23960	- Welder, Combination, Maintenance	24.28
23965	- Well Driller	29.48
23970	- Woodcraft Worker	29.48
23980	- Woodworker	22.25
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	13.57
24580	- Child Care Center Clerk	16.04
24610	- Chore Aide	11.42
24620	- Family Readiness And Support Services Coordinator	19.02
24630	- Homemaker	16.68
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	38.18
25040	- Sewage Plant Operator	32.79
25070	- Stationary Engineer	38.18
25190	- Ventilation Equipment Tender	27.90
25210	- Water Treatment Plant Operator	32.79
27000	- Protective Service Occupations	
27004	- Alarm Monitor	29.88
27007	- Baggage Inspector	14.34
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.43
27030	- Detection Dog Handler	30.14
27040	- Detention Officer	38.39
27070	- Firefighter	36.20
27101	- Guard I	14.34
27102	- Guard II	30.14
27131	- Police Officer I	42.92
27132	- Police Officer II	47.21
28000	- Recreation Occupations	

28041 - Carnival Equipment Operator	13.91
28042 - Carnival Equipment Repairer	16.16
28043 - Carnival Equipment Worker	10.77
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	17.44
28630 - Sports Official	15.85
28690 - Swimming Pool Operator	21.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10
29030 - Line Handler	29.10
29041 - Stevedore I	27.42
29042 - Stevedore II	30.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)
30021 - Archeological Technician I	23.47
30022 - Archeological Technician II	27.47
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	31.67
30040 - Civil Engineering Technician	24.86
30061 - Drafter/CAD Operator I	27.80
30062 - Drafter/CAD Operator II	30.99
30063 - Drafter/CAD Operator III	38.15
30064 - Drafter/CAD Operator IV	18.90
30081 - Engineering Technician I	21.22
30082 - Engineering Technician II	23.73
30083 - Engineering Technician III	29.40
30084 - Engineering Technician IV	35.98
30085 - Engineering Technician V	43.51
30086 - Engineering Technician VI	27.51
30090 - Environmental Technician	23.42
30210 - Laboratory Technician	35.89
30240 - Mathematical Technician	23.52
30361 - Paralegal/Legal Assistant I	29.13
30362 - Paralegal/Legal Assistant II	35.65
30363 - Paralegal/Legal Assistant III	43.11
30364 - Paralegal/Legal Assistant IV	35.89
30390 - Photo-Optics Technician	25.89
30461 - Technical Writer I	32.03
30462 - Technical Writer II	38.31
30463 - Technical Writer III	26.92
30491 - Unexploded Ordnance (UXO) Technician I	32.56
30492 - Unexploded Ordnance (UXO) Technician II	39.03
30493 - Unexploded Ordnance (UXO) Technician III	26.92
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	(see 2)
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)
30621 - Weather Observer, Senior	(see 2)
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	14.41
31030 - Bus Driver	20.03
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	13.64
31361 - Truckdriver, Light	19.22

31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	12.06
99050 - Desk Clerk	13.00
99095 - Embalmer	25.13
99251 - Laboratory Animal Caretaker I	14.45
99252 - Laboratory Animal Caretaker II	15.64
99310 - Mortician	29.47
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	17.25
99710 - Recycling Laborer	24.32
99711 - Recycling Specialist	27.68
99730 - Refuse Collector	21.87
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	12.89
99830 - Survey Party Chief	31.52
99831 - Surveying Aide	18.98
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.22
99842 - Vending Machine Repairer Helper	16.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 4.1173)

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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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 link 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)(v1)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employee, 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.

WD 05-2061 (Rev.-16) was first posted on www.wdol.gov on 07/14/2015

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State: California

Area: California Counties of Santa Clara, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing		FOOTNOTE	RATE
OCCUPATION CODE - TITLE			
01000 - Administrative Support And Clerical Occupations			
01011 - Accounting Clerk I			17.92
01012 - Accounting Clerk II			20.12
01013 - Accounting Clerk III			22.50
01020 - Administrative Assistant			30.87
01040 - Court Reporter			26.02
01051 - Data Entry Operator I			15.38
01052 - Data Entry Operator II			16.78
01060 - Dispatcher, Motor Vehicle			29.13
01070 - Document Preparation Clerk			15.93
01090 - Duplicating Machine Operator			15.93
01111 - General Clerk I			15.87
01112 - General Clerk II			17.31
01113 - General Clerk III			19.37
01120 - Housing Referral Assistant			28.83
01141 - Messenger Courier			14.32
01191 - Order Clerk I			16.98
01192 - Order Clerk II			18.53
01261 - Personnel Assistant (Employment) I			19.80
01262 - Personnel Assistant (Employment) II			22.18
01263 - Personnel Assistant (Employment) III			24.69
01270 - Production Control Clerk			28.05
01280 - Receptionist			17.21
01290 - Rental Clerk			17.70
01300 - Scheduler, Maintenance			23.12
01311 - Secretary I			23.12
01312 - Secretary II			25.86
01313 - Secretary III			28.83
01320 - Service Order Dispatcher			23.54
01410 - Supply Technician			30.87
01420 - Survey Worker			22.72
01531 - Travel Clerk I			15.41

01532	- Travel Clerk II	17.34
01533	- Travel Clerk III	19.53
01611	- Word Processor I	20.77
01612	- Word Processor II	23.32
01613	- Word Processor III	26.09
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	22.32
05010	- Automotive Electrician	22.49
05040	- Automotive Glass Installer	19.58
05070	- Automotive Worker	21.48
05110	- Mobile Equipment Servicer	19.56
05130	- Motor Equipment Metal Mechanic	23.48
05160	- Motor Equipment Metal Worker	21.48
05190	- Motor Vehicle Mechanic	23.46
05220	- Motor Vehicle Mechanic Helper	18.56
05250	- Motor Vehicle Upholstery Worker	20.54
05280	- Motor Vehicle Wrecker	21.48
05310	- Painter, Automotive	22.49
05340	- Radiator Repair Specialist	21.52
05370	- Tire Repairer	14.48
05400	- Transmission Repair Specialist	23.48
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.82
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	10.27
07130	- Food Service Worker	10.72
07210	- Meat Cutter	19.49
07260	- Waiter/Waitress	9.68
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.21
09040	- Furniture Handler	14.58
09080	- Furniture Refinisher	20.21
09090	- Furniture Refinisher Helper	16.64
09110	- Furniture Repairer, Minor	18.45
09130	- Upholsterer	20.21
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.92
11060	- Elevator Operator	13.67
11090	- Gardener	21.60
11122	- Housekeeping Aide	14.10
11150	- Janitor	14.10
11210	- Laborer, Grounds Maintenance	17.52
11240	- Maid or Houseman	12.54
11260	- Pruner	15.75
11270	- Tractor Operator	20.48
11330	- Trail Maintenance Worker	17.52
11360	- Window Cleaner	15.68
12000	- Health Occupations	
12010	- Ambulance Driver	23.48
12011	- Breath Alcohol Technician	23.48
12012	- Certified Occupational Therapist Assistant	28.36
12015	- Certified Physical Therapist Assistant	25.46
12020	- Dental Assistant	21.98
12025	- Dental Hygienist	35.90
12030	- EKG Technician	33.99
12035	- Electroneurodiagnostic Technologist	33.99
12040	- Emergency Medical Technician	23.48
12071	- Licensed Practical Nurse I	23.14
12072	- Licensed Practical Nurse II	25.96
12073	- Licensed Practical Nurse III	29.04
12100	- Medical Assistant	20.98

12130	- Medical Laboratory Technician	23.05
12160	- Medical Record Clerk	21.00
12190	- Medical Record Technician	23.48
12195	- Medical Transcriptionist	20.55
12210	- Nuclear Medicine Technologist	42.96
12221	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.36
12223	- Nursing Assistant III	15.35
12224	- Nursing Assistant IV	16.75
12235	- Optical Dispenser	18.81
12236	- Optical Technician	19.51
12250	- Pharmacy Technician	18.22
12280	- Phlebotomist	21.25
12305	- Radiologic Technologist	18.81
12311	- Registered Nurse I	33.12
12312	- Registered Nurse II	38.63
12313	- Registered Nurse II, Specialist	47.23
12314	- Registered Nurse III	47.23
12315	- Registered Nurse III, Anesthetist	57.12
12316	- Registered Nurse IV	57.12
12317	- Scheduler (Drug and Alcohol Testing)	68.53
13000	- Information And Arts Occupations	34.02
13011	- Exhibits Specialist I	22.87
13012	- Exhibits Specialist II	28.33
13013	- Exhibits Specialist III	34.65
13041	- Illustrator I	25.34
13042	- Illustrator II	31.15
13043	- Illustrator III	38.11
13047	- Librarian	34.41
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	31.06
13058	- Library Technician	26.04
13061	- Media Specialist I	22.42
13062	- Media Specialist II	25.08
13063	- Media Specialist III	27.96
13071	- Photographer I	19.48
13072	- Photographer II	21.80
13073	- Photographer III	27.00
13074	- Photographer IV	33.02
13075	- Photographer V	38.43
13110	- Video Teleconference Technician	22.90
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1)
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	(see 1)
14160	- Personal Computer Support Technician	
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	19.80
15020	- Aircrew Training Devices Instructor (Rated)	27.43
15030	- Air Crew Training Devices Instructor (Pilot)	36.80
15050	- Computer Based Training Specialist / Instructor	44.51
		53.36
		36.97

15060	- Educational Technologist
15070	- Flight Instructor (Pilot)
15080	- Graphic Artist
15090	- Technical Instructor
15095	- Technical Instructor/Course Developer
1510	- Test Proctor
15120	- Tutor
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations
16010	- Assembler
16030	- Counter Attendant
16040	- Dry Cleaner
16070	- Finisher, Flatwork, Machine
16090	- Presser, Hand
1610	- Presser, Machine, Drycleaning
16130	- Presser, Machine, Shirts
16160	- Presser, Machine, Wearing Apparel, Laundry
16190	- Sewing Machine Operator
16220	- Tailor
16250	- Washer, Machine
19000	- Machine Tool Operation And Repair Occupations
19010	- Machine-Tool Operator (Tool Room)
19040	- Tool And Die Maker
21000	- Materials Handling And Packing Occupations
21020	- Forklift Operator
21030	- Material Coordinator
21040	- Material Expediter
21050	- Material Handling Laborer
21071	- Order Filler
21080	- Production Line Worker (Food Processing)
2110	- Shipping Packer
21130	- Shipping/Receiving Clerk
21140	- Store Worker I
21150	- Stock Clerk
21210	- Tools And Parts Attendant
21410	- Warehouse Specialist
23000	- Mechanics And Maintenance And Repair Occupations
23010	- Aerospace Structural Welder
23021	- Aircraft Mechanic I
23022	- Aircraft Mechanic II
23023	- Aircraft Mechanic III
23040	- Aircraft Mechanic Helper
23050	- Aircraft, Painter
23060	- Aircraft Servicer
23080	- Aircraft Worker
23110	- Appliance Mechanic
23120	- Bicycle Repairer
23125	- Cable Splicer
23130	- Carpenter, Maintenance
23140	- Carpet Layer
23160	- Electrician, Maintenance
23181	- Electronics Technician Maintenance I
23182	- Electronics Technician Maintenance II
23183	- Electronics Technician Maintenance III
23260	- Fabric Worker
23290	- Fire Alarm System Mechanic
23310	- Fire Extinguisher Repairer
23311	- Fuel Distribution System Mechanic
23312	- Fuel Distribution System Operator
23370	- General Maintenance Worker
23380	- Ground Support Equipment Mechanic
23381	- Ground Support Equipment Servicer
23382	- Ground Support Equipment Worker

23391	- Gunsmith I
23392	- Gunsmith II
23393	- Gunsmith III
23410	- Heating, Ventilation And Air-Conditioning Mechanic
23411	- Heating, Ventilation And Air Conditioning Mechanic (Research Facility)
23430	- Heavy Equipment Mechanic
23440	- Heavy Equipment Operator
23460	- Instrument Mechanic
23465	- Laboratory/Shelter Mechanic
23470	- Laborer
23510	- Locksmith
23530	- Machinery Maintenance Mechanic
23550	- Machinist, Maintenance
23580	- Maintenance Trades Helper
23591	- Metrology Technician I
23592	- Metrology Technician II
23593	- Metrology Technician III
23640	- Millwright
23710	- Office Appliance Repairer
23760	- Painter, Maintenance
23790	- Pipefitter, Maintenance
23810	- Plumber, Maintenance
23820	- Pneudraulic Systems Mechanic
23850	- Rigger
23870	- Scale Mechanic
23890	- Sheet-Metal Worker, Maintenance
23910	- Small Engine Mechanic
23931	- Telecommunications Mechanic I
23932	- Telecommunications Mechanic II
23950	- Telephone Lineman
23960	- Welder, Combination, Maintenance
23965	- Well Driller
23970	- Woodcraft Worker
23980	- Woodworker
24000	- Personal Needs Occupations
24570	- Child Care Attendant
24580	- Child Care Center Clerk
24610	- Chore Aide
24620	- Family Readiness And Support Services Coordinator
24630	- Homemaker
25000	- Plant And System Operations Occupations
25010	- Boiler Tender
25040	- Sewage Plant Operator
25070	- Stationary Engineer
25190	- Ventilation Equipment Tender
25210	- Water Treatment Plant Operator
27000	- Protective Service Occupations
27004	- Alarm Monitor
27007	- Baggage Inspector
27008	- Corrections Officer
27010	- Court Security Officer
27030	- Detection Dog Handler
27040	- Detention Officer
27070	- Firefighter
27101	- Guard I
27102	- Guard II
27131	- Police Officer I
27132	- Police Officer II
28000	- Recreation Occupations

28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equipment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	18.24
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	19.21
28630 - Sports Official	14.34
28690 - Swimming Pool Operator	19.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.66
29020 - Hatch Tender	26.66
29030 - Line Handler	26.66
29041 - Stevedore I	25.14
29042 - Stevedore II	28.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)
30021 - Archeological Technician I	20.43
30022 - Archeological Technician II	23.52
30023 - Archeological Technician III	32.49
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	30.55
30061 - Drafter/CAD Operator I	25.69
30062 - Drafter/CAD Operator II	28.74
30063 - Drafter/CAD Operator III	32.03
30064 - Drafter/CAD Operator IV	38.48
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.74
30210 - Laboratory Technician	22.20
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.18
30362 - Paralegal/Legal Assistant II	28.66
30363 - Paralegal/Legal Assistant III	35.07
30364 - Paralegal/Legal Assistant IV	42.42
30390 - Photo-Optics Technician	35.89
30461 - Technical Writer I	25.38
30462 - Technical Writer II	31.05
30463 - Technical Writer III	37.57
30491 - Unexploded Ordnance (UXO) Technician I	26.92
30492 - Unexploded Ordnance (UXO) Technician II	32.56
30493 - Unexploded Ordnance (UXO) Technician III	39.03
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	30.99
30621 - Weather Observer, Senior	34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.55
31030 - Bus Driver	18.83
31043 - Driver Courier	17.76
31260 - Parking and Lot Attendant	10.94
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	13.45
31361 - Truckdriver, Light	19.22

31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	11.89
99050 - Desk Clerk	11.13
99095 - Embalmer	26.92
99251 - Laboratory Animal Caretaker I	13.07
99252 - Laboratory Animal Caretaker II	14.15
99310 - Mortician	29.38
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	13.29
99710 - Recycling Laborer	20.42
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 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: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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 link 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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (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.

WD 05-2059 (Rev.-17) was first posted on www.wdol.gov on 07/14/2015

REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of Wage Determinations No.: 2005-2059
Director Wage Determinations Revision No.: 17
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

Fringe Benefits Required Follow the Occupational Listing		FOOTNOTE	RATE
OCCUPATION CODE - TITLE			
01000 - Administrative Support And Clerical Occupations			17.92
01011 - Accounting Clerk I			20.12
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05010	- Automotive Electrician	24.75
05040	- Automotive Glass Installer	21.60
05070	- Automotive Worker	24.75
05110	- Mobile Equipment Servicer	21.54
05130	- Motor Equipment Metal Mechanic	25.85
05160	- Motor Equipment Metal Worker	23.66
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05280	- Motor Vehicle Wrecker	23.66
05310	- Painter, Automotive	24.75
05340	- Radiator Repair Specialist	23.66
05370	- Tire Repairer	17.44
05400	- Transmission Repair Specialist	25.85
07000	- Food Preparation And Service Occupations	
07010	- Baker	18.24
07041	- Cook I	16.43
07042	- Cook II	20.06
07070	- Dishwasher	12.45
07130	- Food Service Worker	12.45
07210	- Meat Cutter	18.24
07260	- Waiter/Waitress	13.50
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.82
09040	- Furniture Handler	15.17
09080	- Furniture Refinisher	21.82
09090	- Furniture Refinisher Helper	17.82
09110	- Furniture Repairer, Minor	19.37
09130	- Upholsterer	21.82
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.97
11060	- Elevator Operator	14.10
11090	- Gardener	23.78
11122	- Housekeeping Aide	14.89
11150	- Janitor	14.89
11210	- Laborer, Grounds Maintenance	18.29
11240	- Maid or Houseman	12.80
11260	- Pruner	17.19
11270	- Tractor Operator	21.58
11330	- Trail Maintenance Worker	18.29
11360	- Window Cleaner	16.07
12000	- Health Occupations	
12010	- Ambulance Driver	23.48
12011	- Breath Alcohol Technician	23.48
12012	- Certified Occupational Therapist Assistant	25.78
12015	- Certified Physical Therapist Assistant	27.94
12020	- Dental Assistant	21.98
12025	- Dental Hygienist	46.56
12030	- EKG Technician	27.59

12035	- Electroneurodiagnostic Technologist	
12040	- Emergency Medical Technician	27.59
12071	- Licensed Practical Nurse I	23.48
12072	- Licensed Practical Nurse II	23.14
12073	- Licensed Practical Nurse III	25.96
12100	- Medical Assistant	29.04
12130	- Medical Laboratory Technician	20.98
12160	- Medical Record Clerk	23.05
12190	- Medical Record Technician	21.00
12195	- Medical Transcriptionist	20.55
12210	- Nuclear Medicine Technologist	45.90
12221	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
12223	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	22.64
12236	- Optical Technician	18.22
12250	- Pharmacy Technician	21.69
12280	- Phlebotomist	18.81
12305	- Radiologic Technologist	35.21
12311	- Registered Nurse I	43.85
12312	- Registered Nurse II	53.66
12313	- Registered Nurse III, Specialist	53.66
12314	- Registered Nurse III	64.90
12315	- Registered Nurse III, Anesthetist	64.90
12316	- Registered Nurse IV	77.80
12317	- Scheduler (Drug And Alcohol Testing)	34.02
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	25.67
13012	- Exhibits Specialist II	31.80
13013	- Exhibits Specialist III	38.86
13041	- Illustrator I	24.07
13042	- Illustrator II	29.81
13043	- Illustrator III	36.48
13047	- Librarian	35.64
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	31.06
13058	- Library Technician	26.04
13061	- Media Specialist I	22.42
13062	- Media Specialist II	25.08
13063	- Media Specialist III	27.96
13071	- Photographer I	20.39
13072	- Photographer II	22.81
13073	- Photographer III	28.23
13074	- Photographer IV	34.56
13075	- Photographer V	41.81
13110	- Video Teleconference Technician	23.30
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1)
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	19.80

14160 - Personal Computer Support Technician	27.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.97
15020 - Aircrew Training Devices Instructor (Rated)	44.74
15030 - Air Crew Training Devices Instructor (Pilot)	53.36
15050 - Computer Based Training Specialist / Instructor	36.97
15060 - Educational Technologist	32.03
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	31.77
15090 - Technical Instructor	34.82
15095 - Technical Instructor/Course Developer	34.82
15110 - Test Proctor	22.97
15120 - Tutor	22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.84
19040 - Tool And Die Maker	26.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.69
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	17.79
21130 - Shipping/Receiving Clerk	17.79
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.51
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.51
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	21.20
23050 - Aircraft Painter	25.78
23060 - Aircraft Servicer	24.55
23080 - Aircraft Worker	26.05
23110 - Appliance Mechanic	28.85
23120 - Bicycle Repairer	18.57
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	23.32

23311 - Fuel Distribution System Mechanic	30.15
23312 - Fuel Distribution System Operator	33.74
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	24.55
23382 - Ground Support Equipment Worker	26.05
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contdtioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	21.82
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.99
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.38
23710 - Office Appliance Repairer	23.08
23760 - Painter, Maintenance	25.25
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	31.51
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	27.83
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.27
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.15
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	17.26
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	17.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.75
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	38.39

27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	25.35
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.59
28042 - Carnival Equipment Repairer	16.60
28043 - Carnival Equipment Worker	12.45
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	21.02
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	22.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10
29030 - Line Handler	29.11
29041 - Stevedore I	27.42
29042 - Stevedore II	30.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	32.16
30021 - Archeological Technician I	23.47
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	31.67
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.51
30210 - Laboratory Technician	23.42
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.13
30363 - Paralegal/Legal Assistant III	35.65
30364 - Paralegal/Legal Assistant IV	43.11
30390 - Photo-Optics Technician	35.89
30461 - Technical Writer I	26.03
30462 - Technical Writer II	31.72
30463 - Technical Writer III	38.31
30491 - Unexploded Ordnance (UXO) Technician I	26.92
30492 - Unexploded Ordnance (UXO) Technician II	32.56
30493 - Unexploded Ordnance (UXO) Technician III	39.03
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	30.99
30621 - Weather Observer, Senior	32.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	14.39

31030 - Bus Driver	20.01
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	12.49
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	15.44
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.64
31363 - Truckdriver, Heavy	22.39
31364 - Truckdriver, Tractor-Trailer	22.39
99000 - Miscellaneous Occupations	
99030 - Cashier	13.32
99050 - Desk Clerk	13.67
99095 - Embalmer	25.13
99251 - Laboratory Animal Caretaker I	15.27
99252 - Laboratory Animal Caretaker II	16.53
99310 - Mortician	29.47
99410 - Pest Controller	18.30
99510 - Photofinishing Worker	17.70
99710 - Recycling Laborer	25.19
99711 - Recycling Specialist	28.66
99730 - Refuse Collector	22.65
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	40.68
99831 - Surveying Aide	23.51
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	15.59
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	15.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 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 12 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour, conformance may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

- 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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (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.

WD 05-2067 (Rev.-17) was first posted on www.wdol.gov on 07/14/2015

REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of Wage Determinations No.: 2005-2067
Director Revision No.: 17
Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

Fringe Benefits Required Follow the Occupational Listing		FOOTNOTE	RATE
OCCUPATION CODE - TITLE			
01000 - Administrative Support And Clerical Occupations			
01011 - Accounting Clerk I			14.71
01012 - Accounting Clerk II			16.51
01013 - Accounting Clerk III			18.46
01020 - Administrative Assistant			20.68
01040 - Court Reporter			18.28
01051 - Data Entry Operator I			12.69
01052 - Data Entry Operator II			13.85
01060 - Dispatcher, Motor Vehicle			19.64
01070 - Document Preparation Clerk			14.56
01090 - Duplicating Machine Operator			14.56
01111 - General Clerk I			13.18
01112 - General Clerk II			14.38
01113 - General Clerk III			16.14
01120 - Housing Referral Assistant			20.39
01141 - Messenger Courier			12.28
01191 - Order Clerk I			13.75
01192 - Order Clerk II			14.95
01261 - Personnel Assistant (Employment) I			16.24
01262 - Personnel Assistant (Employment) II			18.17
01263 - Personnel Assistant (Employment) III			20.11
01270 - Production Control Clerk			19.89
01280 - Receptionist			12.45
01290 - Rental Clerk			12.58
01300 - Scheduler, Maintenance			16.34
01311 - Secretary I			16.34
01312 - Secretary II			18.28
01313 - Secretary III			20.39
01320 - Service Order Dispatcher			19.64
01410 - Supply Technician			22.65
01420 - Survey Worker			16.22
01531 - Travel Clerk I			13.06

01532	- Travel Clerk II	14.05
01533	- Travel Clerk III	15.10
01611	- Word Processor I	13.87
01612	- Word Processor II	15.56
01613	- Word Processor III	17.40
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	19.80
05010	- Automotive Electrician	19.64
05040	- Automotive Glass Installer	20.62
05070	- Automotive Worker	19.03
05110	- Automotive Worker	17.59
05130	- Mobile Equipment Servicer	20.47
05160	- Motor Equipment Metal Mechanic	19.03
05190	- Motor Equipment Metal Worker	19.81
05220	- Motor Vehicle Mechanic	16.48
05250	- Motor Vehicle Mechanic Helper	17.80
05280	- Motor Vehicle Upholstery Worker	18.69
05310	- Motor Vehicle Wrecker	19.29
05340	- Painter, Automotive	18.69
05370	- Radiator Repair Specialist	14.13
05400	- Tire Repairer	20.47
07000	- Transmission Repair Specialist	
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.87
07041	- Cook I	13.74
07042	- Cook II	14.99
07070	- Dishwasher	9.09
07130	- Food Service Worker	10.51
07210	- Meat Cutter	17.05
07260	- Waiter/Waitress	9.98
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.32
09040	- Furniture Handler	12.88
09080	- Furniture Refinisher	16.32
09090	- Furniture Refinisher Helper	13.94
09110	- Furniture Repairer, Minor	15.13
09130	- Upholsterer	16.32
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.58
11060	- Elevator Operator	12.18
11090	- Gardener	16.13
11122	- Housekeeping Aide	12.18
11150	- Janitor	12.93
11240	- Laborer, Grounds Maintenance	13.39
11260	- Maid or Houseman	10.17
11270	- Pruner	12.49
11330	- Tractor Operator	15.51
11360	- Trail Maintenance Worker	13.39
11360	- Window Cleaner	13.77
12000	- Health Occupations	
12010	- Ambulance Driver	15.71
12011	- Breath Alcohol Technician	16.43
12012	- Certified Occupational Therapist Assistant	24.42
12015	- Certified Physical Therapist Assistant	24.42
12020	- Dental Assistant	15.31
12025	- Dental Hygienist	39.05
12035	- EKG Technician	27.12
12040	- Electroneurodiagnostic Technologist	27.12
12071	- Emergency Medical Technician	16.30
12071	- Licensed Practical Nurse I	19.12
12072	- Licensed Practical Nurse II	21.38
12073	- Licensed Practical Nurse III	23.85
12100	- Medical Assistant	13.23

12130	- Medical Laboratory Technician	18.79
12160	- Medical Record Clerk	16.34
12190	- Medical Record Technician	19.19
12195	- Medical Transcriptionist	16.34
12210	- Nuclear Medicine Technologist	41.37
12221	- Nursing Assistant I	10.00
12222	- Nursing Assistant II	11.24
12223	- Nursing Assistant III	12.27
12224	- Nursing Assistant IV	13.77
12235	- Optical Dispenser	16.61
12236	- Optical Technician	14.91
12250	- Pharmacy Technician	17.34
12280	- Phlebotomist	16.46
12305	- Radiologic Technologist	32.96
12311	- Registered Nurse I	24.46
12312	- Registered Nurse II	29.92
12313	- Registered Nurse II, Specialist	29.76
12314	- Registered Nurse III	36.20
12315	- Registered Nurse III, Anesthetist	36.20
12316	- Registered Nurse IV	43.38
12317	- Scheduler (Drug and Alcohol Testing)	24.64
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.15
13012	- Exhibits Specialist II	29.54
13013	- Exhibits Specialist III	36.13
13041	- Illustrator I	23.16
13042	- Illustrator II	29.54
13043	- Illustrator III	36.13
13047	- Librarian	32.70
13050	- Library Aide/Clerk	13.47
13054	- Library Information Technology Systems Administrator	29.54
13058	- Library Technician	16.26
13061	- Media Specialist I	16.29
13062	- Media Specialist II	18.23
13063	- Media Specialist III	20.32
13071	- Photographer I	15.00
13072	- Photographer II	16.54
13073	- Photographer III	20.61
13074	- Photographer IV	25.20
13075	- Photographer V	30.49
13110	- Video Teleconference Technician	18.71
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.53
14042	- Computer Operator II	17.63
14043	- Computer Operator III	19.79
14044	- Computer Operator IV	21.99
14045	- Computer Operator V	24.36
14071	- Computer Programmer I	(see 1)
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	(see 1)
14160	- Personal Computer Support Technician	
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	27.84
15020	- Aircrew Training Devices Instructor (Rated)	33.69
15030	- Air Crew Training Devices Instructor (Pilot)	39.69
15050	- Computer Based Training Specialist / Instructor	27.84

15060	- Educational Technologist	30.32
15070	- Flight Instructor (Pilot)	39.69
15080	- Graphic Artist	19.23
15090	- Technical Instructor	19.30
15095	- Technical Instructor/Course Developer	23.61
15110	- Test Proctor	15.57
15120	- Tutor	15.57
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.19
16030	- Counter Attendant	9.19
16040	- Dry Cleaner	12.33
16070	- Finisher, Flatwork, Machine	9.19
16090	- Presser, Hand	9.19
16110	- Presser, Machine, Drycleaning	9.19
16130	- Presser, Machine, Shirts	9.19
16160	- Presser, Machine, Wearing Apparel, Laundry	13.39
16190	- Sewing Machine Operator	14.44
16220	- Tailor	10.22
16250	- Washer, Machine	
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.47
19040	- Tool And Die Maker	23.70
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.85
21030	- Material Coordinator	19.89
21040	- Material Expediter	19.89
21050	- Material Handling Laborer	14.09
21071	- Order Filler	12.01
21080	- Production Line Worker (Food Processing)	15.85
21110	- Shipping Packer	16.15
21130	- Shipping/Receiving Clerk	16.15
21140	- Store Worker I	14.60
21150	- Stock Clerk	17.39
21210	- Tools And Parts Attendant	15.85
21410	- Warehouse Specialist	15.85
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	22.23
23021	- Aircraft Mechanic I	21.28
23022	- Aircraft Mechanic II	22.23
23023	- Aircraft Mechanic III	23.21
23040	- Aircraft Mechanic Helper	16.76
23050	- Aircraft, Painter	20.30
23050	- Aircraft, Servicer	18.46
23060	- Aircraft Worker	19.48
23080	- Aircraft Worker	22.18
23110	- Appliance Mechanic	14.13
23120	- Bicycle Repairer	22.79
23125	- Cable Splicer	24.83
23130	- Carpenter, Maintenance	17.09
23140	- Carpet Layer	25.03
23160	- Electrician, Maintenance	25.35
23181	- Electronics Technician Maintenance I	26.73
23182	- Electronics Technician Maintenance II	26.73
23183	- Electronics Technician Maintenance III	27.89
23260	- Fabric Worker	19.70
23290	- Fire Alarm System Mechanic	20.54
23310	- Fire Extinguisher Repairer	18.56
23311	- Fuel Distribution System Mechanic	24.42
23312	- Fuel Distribution System Operator	19.77
23370	- General Maintenance Worker	18.96
23380	- Ground Support Equipment Mechanic	21.28
23381	- Ground Support Equipment Servicer	18.46
23382	- Ground Support Equipment Worker	19.44

23391	- Gunsmith I	18.56
23392	- Gunsmith II	20.84
23393	- Gunsmith III	22.93
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411	- Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	24.66
23430	- Heavy Equipment Mechanic	24.89
23440	- Heavy Equipment Operator	30.51
23460	- Instrument Mechanic	25.08
23465	- Laboratory/Shelter Mechanic	21.97
23470	- Laborer	14.09
23510	- Locksmith	21.76
23530	- Machinery Maintenance Mechanic	24.85
23550	- Machinist, Maintenance	20.79
23580	- Maintenance Trades Helper	15.33
23591	- Metrology Technician I	25.08
23592	- Metrology Technician II	26.20
23593	- Metrology Technician III	27.36
23640	- Millwright	23.30
23710	- Office Appliance Repairer	21.49
23760	- Painter, Maintenance	19.67
23790	- Pipefitter, Maintenance	23.20
23810	- Plumber, Maintenance	22.26
23820	- Pneudraulic Systems Mechanic	22.79
23850	- Rigger	22.79
23870	- Scale Mechanic	20.84
23890	- Sheet-Metal Worker, Maintenance	23.59
23910	- Small Engine Mechanic	20.68
23931	- Telecommunications Mechanic I	25.68
23932	- Telecommunications Mechanic II	26.83
23950	- Telephone Lineman	27.08
23960	- Welder, Combination, Maintenance	18.71
23965	- Well Driller	22.79
23970	- Woodcraft Worker	22.79
23980	- Woodworker	15.41
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	12.56
24580	- Child Care Center Clerk	16.99
24610	- Chore Aide	9.79
24620	- Family Readiness And Support Services Coordinator	17.62
24630	- Homemaker	17.40
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.25
25040	- Sewage Plant Operator	27.03
25070	- Stationary Engineer	27.25
25190	- Ventilation Equipment Tender	20.72
25210	- Water Treatment Plant Operator	27.03
27000	- Protective Service Occupations	
27004	- Alarm Monitor	21.79
27007	- Baggage Inspector	10.95
27008	- Corrections Officer	27.42
27010	- Court Security Officer	27.42
27030	- Detection Dog Handler	18.61
27040	- Detention Officer	27.42
27070	- Firefighter	24.77
27101	- Guard I	10.95
27102	- Guard II	18.61
27131	- Police Officer I	27.31
27132	- Police Officer II	30.33
28000	- Recreation Occupations	

28041 - Carnival Equipment Operator	10.99
28042 - Carnival Equipment Repairer	11.46
28043 - Carnival Equipment Worker	9.40
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.39
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.54
28515 - Recreation Specialist	17.31
28630 - Sports Official	11.39
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.93
29042 - Stevedore II	24.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	26.27
30040 - Civil Engineering Technician	19.89
30061 - Drafter/CAD Operator I	22.25
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.82
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	16.22
30082 - Engineering Technician II	18.20
30083 - Engineering Technician III	20.59
30084 - Engineering Technician IV	25.23
30085 - Engineering Technician V	30.86
30086 - Engineering Technician VI	37.33
30090 - Environmental Technician	22.40
30210 - Laboratory Technician	24.82
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	20.90
30362 - Paralegal/Legal Assistant II	25.90
30363 - Paralegal/Legal Assistant III	31.68
30364 - Paralegal/Legal Assistant IV	38.33
30390 - Photo-Optics Technician	26.83
30461 - Technical Writer I	25.61
30462 - Technical Writer II	31.31
30463 - Technical Writer III	37.88
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	23.71
30621 - Weather Observer, Senior	26.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.06
31030 - Bus Driver	16.97
31043 - Driver Courier	15.25
31260 - Parking and Lot Attendant	12.64
31290 - Shuttle Bus Driver	16.06
31310 - Taxi Driver	14.41
31361 - Truckdriver, Light	16.06

31362 - Truckdriver, Medium	16.78
31363 - Truckdriver, Heavy	20.78
31364 - Truckdriver, Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99030 - Cashier	10.52
99050 - Desk Clerk	9.76
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.77
99252 - Laboratory Animal Caretaker II	12.53
99310 - Mortician	25.80
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	17.45
99710 - Recycling Laborer	11.95
99711 - Recycling Specialist	21.82
99730 - Refuse Collector	25.11
99810 - Sales Clerk	20.19
99820 - School Crossing Guard	12.68
99830 - Survey Party Chief	12.55
99831 - Surveying Aide	34.32
99832 - Surveying Technician	20.72
99840 - Vending Machine Attendant	28.39
99841 - Vending Machine Repairer	10.98
99842 - Vending Machine Repairer Helper	14.63
	12.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 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: 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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 link 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)(v1)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employee, 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.

WD 05-2049 (Rev.-19) was first posted on www.wdol.gov on 07/14/2015

REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of Wage Determination No.: 2005-2049
Director Wage Determinations Revision No.: 19
Date of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Monterey, San Benito

Fringe Benefits Required Follow the Occupational Listing		FOOTNOTE	RATE
OCCUPATION CODE - TITLE			
01000 - Administrative Support And Clerical Occupations			
01011 - Accounting Clerk I			16.61
01012 - Accounting Clerk II			18.65
01013 - Accounting Clerk III			20.86
01020 - Administrative Assistant			23.99
01040 - Court Reporter			18.52
01051 - Data Entry Operator I			13.74
01052 - Data Entry Operator II			15.11
01060 - Dispatcher, Motor Vehicle			18.79
01070 - Document Preparation Clerk			15.42
01090 - Duplicating Machine Operator			14.11
01111 - General Clerk I			15.14
01112 - General Clerk II			16.12
01113 - General Clerk III			18.55
01120 - Housing Referral Assistant			21.01
01141 - Messenger Courier			15.78
01191 - Order Clerk I			13.72
01192 - Order Clerk II			15.01
01261 - Personnel Assistant (Employment) I			16.46
01262 - Personnel Assistant (Employment) II			19.76
01263 - Personnel Assistant (Employment) III			22.92
01270 - Production Control Clerk			22.92
01280 - Receptionist			15.93
01290 - Rental Clerk			16.25
01300 - Scheduler, Maintenance			19.25
01311 - Secretary I			19.25
01312 - Secretary II			21.45
01313 - Secretary III			23.96
01320 - Service Order Dispatcher			15.59
01410 - Supply Technician			23.99
01420 - Survey Worker			19.82
01531 - Travel Clerk I			13.53

01532	- Travel Clerk II	14.35
01533	- Travel Clerk III	15.40
01611	- Word Processor I	15.04
01612	- Word Processor II	16.90
01613	- Word Processor III	18.89
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	22.62
05010	- Automotive Electrician	19.76
05040	- Automotive Glass Installer	20.98
05070	- Automotive Worker	20.98
05110	- Mobile Equipment Servicer	17.87
05130	- Motor Equipment Metal Mechanic	24.32
05160	- Motor Equipment Metal Worker	20.98
05190	- Motor Vehicle Mechanic	21.82
05220	- Motor Vehicle Mechanic Helper	16.88
05250	- Motor Vehicle Upholstery Worker	19.94
05280	- Motor Vehicle Wrecker	20.98
05310	- Painter, Automotive	22.00
05340	- Radiator Repair Specialist	20.98
05370	- Tire Repairer	13.10
05400	- Transmission Repair Specialist	24.32
07000	- Food Preparation And Service Occupations	
07010	- Baker	15.39
07041	- Cook I	15.22
07042	- Cook II	16.97
07070	- Dishwasher	10.40
07130	- Food Service Worker	10.06
07210	- Meat Cutter	17.83
07260	- Waiter/Waitress	9.70
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.96
09040	- Furniture Handler	13.98
09080	- Furniture Refinisher	19.82
09090	- Furniture Refinisher Helper	15.93
09110	- Furniture Repairer, Minor	17.87
09130	- Upholsterer	19.82
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.49
11060	- Elevator Operator	11.52
11090	- Gardener	17.50
11122	- Housekeeping Aide	12.86
11150	- Janitor	12.86
11240	- Laborer, Grounds Maintenance	14.74
11260	- Maid or Houseman	11.32
11270	- Pruner	12.82
11330	- Tractor Operator	18.13
11360	- Trail Maintenance Worker	14.74
11360	- Window Cleaner	13.81
12000	- Health Occupations	
12010	- Ambulance Driver	21.51
12011	- Breath Alcohol Technician	21.51
12012	- Certified Occupational Therapist Assistant	25.92
12015	- Certified Physical Therapist Assistant	25.98
12020	- Dental Assistant	18.18
12025	- Dental Hygienist	48.13
12030	- EKG Technician	31.29
12035	- Electroneurodiagnostic Technologist	31.29
12040	- Emergency Medical Technician	20.01
12071	- Licensed Practical Nurse I	21.15
12072	- Licensed Practical Nurse II	23.66
12073	- Licensed Practical Nurse III	26.38
12100	- Medical Assistant	18.50

12130	- Medical Laboratory Technician	23.27
12160	- Medical Record Clerk	16.24
12190	- Medical Record Technician	18.16
12195	- Medical Transcriptionist	17.11
12210	- Nuclear Medicine Technologist	39.73
12221	- Nursing Assistant I	11.51
12222	- Nursing Assistant II	12.94
12223	- Nursing Assistant III	14.12
12224	- Nursing Assistant IV	15.86
12235	- Optical Dispenser	17.36
12236	- Optical Technician	21.15
12250	- Pharmacy Technician	20.69
12280	- Phlebotomist	15.86
12305	- Radiologic Technologist	32.35
12311	- Registered Nurse I	28.49
12312	- Registered Nurse II	34.86
12313	- Registered Nurse II, Specialist	34.86
12314	- Registered Nurse III	42.17
12315	- Registered Nurse III, Anesthetist	42.17
12316	- Registered Nurse IV	50.54
12317	- Scheduler (Drug and Alcohol Testing)	28.14
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	22.69
13012	- Exhibits Specialist II	27.50
13013	- Exhibits Specialist III	34.40
13041	- Illustrator I	22.69
13042	- Illustrator II	28.11
13043	- Illustrator III	34.40
13047	- Librarian	20.27
13050	- Library Aide/Clerk	16.40
13054	- Library Information Technology Systems Administrator	27.30
13058	- Library Technician	18.04
13061	- Media Specialist I	17.31
13062	- Media Specialist II	19.22
13063	- Media Specialist III	21.33
13071	- Photographer I	17.39
13072	- Photographer II	20.82
13073	- Photographer III	25.80
13074	- Photographer IV	31.55
13075	- Photographer V	38.18
13110	- Video Teleconference Technician	19.37
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.25
14042	- Computer Operator II	18.75
14043	- Computer Operator III	20.89
14044	- Computer Operator IV	23.24
14045	- Computer Operator V	23.72
14071	- Computer Programmer I	(see 1)
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	(see 1)
14160	- Personal Computer Support Technician	
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	29.67
15020	- Aircrew Training Devices Instructor (Rated)	33.42
15030	- Air Crew Training Devices Instructor (Pilot)	37.75
15050	- Computer Based Training Specialist / Instructor	29.67

15060	- Educational Technologist
15070	- Flight Instructor (Pilot)
15080	- Graphic Artist
15090	- Technical Instructor
15095	- Technical Instructor/Course Developer
1510	- Test Proctor
15120	- Tutor
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations
16010	- Assembler
16030	- Counter Attendant
16040	- Dry Cleaner
16070	- Finisher, Flatwork, Machine
16090	- Presser, Hand
1610	- Presser, Machine, Drycleaning
16130	- Presser, Machine, Shirts
16160	- Presser, Machine, Wearing Apparel, Laundry
16190	- Sewing Machine Operator
16220	- Tailor
16250	- Washer, Machine
19000	- Machine Tool Operation And Repair Occupations
19010	- Machine-Tool Operator (Tool Room)
19040	- Tool And Die Maker
21000	- Materials Handling And Packing Occupations
21020	- Forklift Operator
21030	- Material Coordinator
21040	- Material Expediter
21050	- Material Handling Laborer
21071	- Order Filler
21080	- Production Line Worker (Food Processing)
2110	- Shipping Packer
21130	- Shipping/Receiving Clerk
21140	- Store Worker I
21150	- Stock Clerk
21210	- Tools And Parts Attendant
21410	- Warehouse Specialist
23000	- Mechanics And Maintenance And Repair Occupations
23010	- Aerospace Structural Welder
23021	- Aircraft Mechanic I
23022	- Aircraft Mechanic II
23023	- Aircraft Mechanic III
23040	- Aircraft Mechanic Helper
23050	- Aircraft, Painter
23060	- Aircraft Servicer
23080	- Aircraft Worker
23110	- Appliance Mechanic
23120	- Bicycle Repairer
23125	- Cable Splicer
23130	- Carpenter, Maintenance
23140	- Carpet Layer
23160	- Electrician, Maintenance
23181	- Electronics Technician Maintenance I
23182	- Electronics Technician Maintenance II
23183	- Electronics Technician Maintenance III
23260	- Fabric Worker
23290	- Fire Alarm System Mechanic
23310	- Fire Extinguisher Repairer
23311	- Fuel Distribution System Mechanic
23312	- Fuel Distribution System Operator
23370	- General Maintenance Worker
23380	- Ground Support Equipment Mechanic
23381	- Ground Support Equipment Servicer
23382	- Ground Support Equipment Worker

23391	- Gunsmith I	18.97
23392	- Gunsmith II	21.16
23393	- Gunsmith III	23.36
23410	- Heating, Ventilation And Air-Conditioning Mechanic	28.04
23411	- Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	29.33
23430	- Heavy Equipment Mechanic	22.99
23440	- Heavy Equipment Operator	27.95
23460	- Instrument Mechanic	23.36
23465	- Laboratory/Shelter Mechanic	22.26
23470	- Laborer	22.26
23510	- Locksmith	13.29
23530	- Machinery Maintenance Mechanic	22.07
23550	- Machinist, Maintenance	26.79
23580	- Maintenance Trades Helper	20.97
23591	- Metrology Technician I	15.14
23592	- Metrology Technician II	23.36
23593	- Metrology Technician III	24.43
23640	- Millwright	25.44
23710	- Office Appliance Repairer	23.36
23760	- Painter, Maintenance	22.68
23790	- Pipefitter, Maintenance	22.60
23810	- Plumber, Maintenance	23.94
23820	- Pneudraulic Systems Mechanic	24.93
23850	- Rigger	23.36
23870	- Scale Mechanic	23.36
23890	- Sheet-Metal Worker, Maintenance	21.16
23910	- Small Engine Mechanic	28.94
23931	- Telecommunications Mechanic I	20.99
23932	- Telecommunications Mechanic II	27.56
23950	- Telephone Lineman	28.83
23960	- Welder, Combination, Maintenance	23.36
23965	- Well Driller	18.55
23970	- Woodcraft Worker	23.36
23980	- Woodworker	23.36
24000	- Personal Needs Occupations	18.97
24570	- Child Care Attendant	10.36
24580	- Child Care Center Clerk	16.28
24610	- Chore Aide	11.81
24620	- Family Readiness And Support Services Coordinator	17.56
24630	- Homemaker	17.56
25000	- Plant And System Operations Occupations	17.56
25010	- Boiler Tender	28.77
25040	- Sewage Plant Operator	27.24
25070	- Stationary Engineer	28.77
25190	- Ventilation Equipment Tender	21.46
25210	- Water Treatment Plant Operator	27.24
27000	- Protective Service Occupations	
27004	- Alarm Monitor	15.28
27007	- Baggage Inspector	11.48
27008	- Corrections Officer	30.61
27010	- Court Security Officer	30.20
27030	- Detection Dog Handler	13.65
27040	- Detention Officer	33.67
27070	- Firefighter	26.06
27101	- Guard I	11.48
27102	- Guard II	13.65
27131	- Police Officer I	34.33
27132	- Police Officer II	38.15
28000	- Recreation Occupations	

28041 - Carnival Equipment Operator	12.93
28042 - Carnival Equipment Repairer	13.65
28043 - Carnival Equipment Worker	10.77
28210 - Gate Attendant/Gate Tender	14.88
28310 - Lifeguard	14.61
28350 - Park Attendant (Aide)	16.68
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	15.58
28630 - Sports Official	13.28
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.16
29020 - Hatch Tender	21.16
29030 - Line Handler	21.16
29041 - Stevedore I	17.82
29042 - Stevedore II	22.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.63
30023 - Archeological Technician III	28.05
30030 - Cartographic Technician	30.21
30040 - Civil Engineering Technician	20.25
30061 - Drafter/CAD Operator I	22.65
30062 - Drafter/CAD Operator II	25.24
30063 - Drafter/CAD Operator III	31.07
30064 - Drafter/CAD Operator IV	17.38
30081 - Engineering Technician I	19.47
30082 - Engineering Technician II	24.33
30083 - Engineering Technician III	30.39
30084 - Engineering Technician IV	34.33
30085 - Engineering Technician V	39.21
30086 - Engineering Technician VI	22.91
30090 - Environmental Technician	28.05
30210 - Laboratory Technician	28.05
30240 - Mathematical Technician	21.55
30361 - Paralegal/Legal Assistant I	26.65
30362 - Paralegal/Legal Assistant II	32.63
30363 - Paralegal/Legal Assistant III	39.44
30364 - Paralegal/Legal Assistant IV	28.05
30390 - Photo-Optics Technician	22.51
30461 - Technical Writer I	27.53
30462 - Technical Writer II	33.32
30463 - Technical Writer III	26.92
30491 - Unexploded Ordnance (UXO) Technician I	32.56
30492 - Unexploded Ordnance (UXO) Technician II	39.03
30493 - Unexploded Ordnance (UXO) Technician III	26.92
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	25.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	28.05
30621 - Weather Observer, Senior	13.87
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	19.17
31030 - Bus Driver	12.20
31043 - Driver Courier	10.15
31260 - Parking and Lot Attendant	12.94
31290 - Shuttle Bus Driver	12.31
31310 - Taxi Driver	12.94
31361 - Truckdriver, Light	

31362 - Truckdriver, Medium	16.07
31363 - Truckdriver, Heavy	19.34
31364 - Truckdriver, Tractor-Trailer	19.34
99000 - Miscellaneous Occupations	
99030 - Cashier	16.13
99050 - Desk Clerk	13.17
99095 - Embalmer	25.27
99251 - Laboratory Animal Caretaker I	15.87
99252 - Laboratory Animal Caretaker II	16.83
99310 - Mortician	25.27
99410 - Pest Controller	16.75
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	11.45
99711 - Recycling Specialist	20.57
99730 - Refuse Collector	16.80
99810 - Sales Clerk	12.72
99820 - School Crossing Guard	12.54
99830 - Survey Party Chief	26.68
99831 - Surveying Aide	13.98
99832 - Surveying Technician	19.14
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	22.83
99842 - Vending Machine Repairer Helper	19.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 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: 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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 link 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)(v1)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employee, 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.

WD 05-2055 (Rev.-18) was first posted on www.wdol.gov on 07/14/2015

REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of Wage Determination No.: 2005-2055
Director Wage Determinations Revision No.: 18
Date of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yuba

Fringe Benefits Required Follow the Occupational Listing		FOOTNOTE	RATE
OCCUPATION CODE - TITLE			
01000 - Administrative Support And Clerical Occupations			16.44
01011 - Accounting Clerk I			18.46
01012 - Accounting Clerk II			20.65
01013 - Accounting Clerk III			25.83
01020 - Administrative Assistant			20.96
01040 - Court Reporter			15.96
01051 - Data Entry Operator I			17.42
01052 - Data Entry Operator II			18.84
01060 - Dispatcher, Motor Vehicle			14.72
01070 - Document Preparation Clerk			13.29
01090 - Duplicating Machine Operator			14.50
01111 - General Clerk I			17.70
01112 - General Clerk II			22.39
01113 - General Clerk III			12.25
01120 - Housing Referral Assistant			14.88
01141 - Messenger Courier			16.24
01191 - Order Clerk I			17.40
01192 - Order Clerk II			19.46
01261 - Personnel Assistant (Employment) I			21.69
01262 - Personnel Assistant (Employment) II			21.81
01263 - Personnel Assistant (Employment) III			14.72
01270 - Production Control Clerk			16.57
01280 - Receptionist			17.83
01290 - Rental Clerk			19.42
01300 - Scheduler, Maintenance			22.39
01311 - Secretary I			17.35
01312 - Secretary II			25.83
01313 - Secretary III			
01320 - Service Order Dispatcher			
01410 - Supply Technician			

01420	- Survey Worker	18.84
01531	- Travel Clerk I	13.87
01532	- Travel Clerk II	14.94
01533	- Travel Clerk III	16.05
01611	- Word Processor I	14.68
01612	- Word Processor II	16.48
01613	- Word Processor III	18.76
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	23.71
05010	- Automotive Electrician	21.36
05040	- Automotive Glass Installer	20.24
05070	- Automotive Worker	20.24
05110	- Mobile Equipment Servicer	17.99
05130	- Motor Equipment Metal Mechanic	22.49
05160	- Motor Equipment Metal Worker	20.24
05190	- Motor Vehicle Mechanic	20.99
05220	- Motor Vehicle Mechanic Helper	16.87
05250	- Motor Vehicle Upholstery Worker	19.11
05280	- Motor Vehicle Wrecker	20.24
05310	- Painter, Automotive	21.36
05340	- Radiator Repair Specialist	20.24
05370	- Tire Repairer	14.98
05400	- Transmission Repair Specialist	22.49
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.27
07041	- Cook I	13.92
07042	- Cook II	16.01
07070	- Dishwasher	10.27
07130	- Food Service Worker	10.39
07210	- Meat Cutter	18.28
07260	- Waiter/Waitress	11.07
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.40
09040	- Furniture Handler	12.60
09080	- Furniture Refinisher	18.40
09090	- Furniture Refinisher Helper	14.53
09110	- Furniture Repairer, Minor	16.37
09130	- Upholsterer	18.40
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.22
11060	- Elevator Operator	12.51
11090	- Gardener	16.37
11122	- Housekeeping Aide	13.76
11150	- Janitor	14.69
11210	- Laborer, Grounds Maintenance	13.40
11240	- Maid or Houseman	10.40
11260	- Pruner	13.31
11270	- Tractor Operator	15.37
11330	- Trail Maintenance Worker	13.40
11360	- Window Cleaner	13.40
12000	- Health Occupations	15.21
12010	- Ambulance Driver	17.11
12011	- Breath Alcohol Technician	17.11
12012	- Certified Occupational Therapist Assistant	25.69
12015	- Certified Physical Therapist Assistant	27.25
12020	- Dental Assistant	18.21
12025	- Dental Hygienist	41.99
12030	- EKG Technician	25.68
12035	- Electroneurodiagnostic Technologist	25.68
12040	- Emergency Medical Technician	16.57
12071	- Licensed Practical Nurse I	21.98
12072	- Licensed Practical Nurse II	24.99

12073	- Licensed Practical Nurse III	27.41
12100	- Medical Assistant	15.17
12130	- Medical Laboratory Technician	18.62
12160	- Medical Record Clerk	17.10
12190	- Medical Record Technician	19.12
12195	- Medical Transcriptionist	19.08
12210	- Nuclear Medicine Technologist	42.90
12221	- Nursing Assistant I	12.41
12222	- Nursing Assistant II	13.95
12223	- Nursing Assistant III	15.53
12224	- Nursing Assistant IV	17.44
12235	- Optical Dispenser	16.41
12236	- Optical Technician	15.75
12250	- Pharmacy Technician	17.94
12280	- Phlebotomist	17.44
12305	- Radiologic Technologist	29.94
12311	- Registered Nurse I	40.86
12312	- Registered Nurse II	49.98
12313	- Registered Nurse II, Specialist	49.98
12314	- Registered Nurse III	60.45
12315	- Registered Nurse III, Anesthetist	60.45
12316	- Registered Nurse IV	68.50
12317	- Scheduler (Drug and Alcohol Testing)	26.71
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.61
13012	- Exhibits Specialist II	29.25
13013	- Exhibits Specialist III	36.92
13041	- Illustrator I	22.71
13042	- Illustrator II	28.14
13043	- Illustrator III	34.42
13047	- Librarian	31.43
13050	- Library Aide/Clerk	16.05
13054	- Library Information Technology Systems Administrator	25.79
13058	- Library Technician	17.11
13061	- Media Specialist I	20.48
13062	- Media Specialist II	22.91
13063	- Media Specialist III	25.53
13071	- Photographer I	17.88
13072	- Photographer II	21.38
13073	- Photographer III	26.50
13074	- Photographer IV	33.56
13075	- Photographer V	39.20
13110	- Video Teleconference Technician	20.53
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.61
14042	- Computer Operator II	18.58
14043	- Computer Operator III	20.71
14044	- Computer Operator IV	23.02
14045	- Computer Operator V	25.49
14071	- Computer Programmer I	(see 1)
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	16.61
14160	- Personal Computer Support Technician	23.02
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	35.36
15020	- Aircrew Training Devices Instructor (Rated)	42.77

15030 - Air Crew Training Devices Instructor (Pilot)	51.27
15050 - Computer Based Training Specialist / Instructor	35.36
15060 - Educational Technologist	37.05
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	24.56
15090 - Technical Instructor	21.60
15095 - Technical Instructor/Course Developer	26.48
15110 - Test Proctor	17.84
15120 - Tutor	17.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.76
16030 - Counter Attendant	9.76
16040 - Dry Cleaner	13.10
16070 - Finisher, Flatwork, Machine	9.76
16090 - Presser, Hand	9.76
16110 - Presser, Machine, Drycleaning	9.76
16130 - Presser, Machine, Shirts	9.76
16160 - Presser, Machine, Wearing Apparel, Laundry	9.76
16190 - Sewing Machine Operator	14.22
16220 - Tailor	15.33
16250 - Washer, Machine	10.85
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.22
19040 - Tool And Die Maker	24.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	21.81
21040 - Material Expediter	21.81
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	14.55
21130 - Shipping/Receiving Clerk	14.55
21140 - Store Worker I	12.62
21150 - Stock Clerk	17.17
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23021 - Aircraft Mechanic I	27.16
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.30
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft, Painter	26.71
23060 - Aircraft Servicer	22.45
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	24.82
23140 - Carpet Layer	21.75
23160 - Electrician, Maintenance	23.81
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	20.51
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	24.98
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16

23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.94
23393 - Gunsmith III	24.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.54
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.90
23430 - Heavy Equipment Mechanic	23.90
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	15.13
23510 - Locksmith	20.24
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	30.43
23592 - Metrology Technician II	28.78
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	24.67
23810 - Plumber, Maintenance	23.43
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	24.82
23870 - Scale Mechanic	21.94
23890 - Sheet-Metal Worker, Maintenance	26.08
23910 - Small Engine Mechanic	20.27
23931 - Telecommunications Mechanic I	26.97
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	25.38
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	24.82
23970 - Woodcraft Worker	24.82
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	16.67
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	26.17
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant Operator	26.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	27.37
27010 - Court Security Officer	27.60
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	27.37
27070 - Firefighter	24.10
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	32.38

27132 - Police Officer II	36.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.53
28043 - Carnival Equipment Worker	10.27
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.79
28350 - Park Attendant (Aide)	15.61
28510 - Recreation Aide/Health Facility Attendant	11.39
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.43
28690 - Swimming Pool Operator	16.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	27.13
30040 - Civil Engineering Technician	20.33
30061 - Drafter/CAD Operator I	22.74
30062 - Drafter/CAD Operator II	25.34
30063 - Drafter/CAD Operator III	31.19
30064 - Engineering Technician I	16.86
30081 - Engineering Technician II	18.93
30082 - Engineering Technician III	21.17
30083 - Engineering Technician IV	26.23
30084 - Engineering Technician V	32.20
30085 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30100 - Laboratory Technician	19.51
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30390 - Photo-Optics Technician	28.16
30461 - Technical Writer I	24.40
30462 - Technical Writer II	29.85
30463 - Technical Writer III	36.10
30491 - Unexploded Ordnance (UXO) Technician I	24.34
30492 - Unexploded Ordnance (UXO) Technician II	29.44
30493 - Unexploded Ordnance (UXO) Technician III	35.29
30494 - Unexploded (UXO) Safety Escort	24.34
30495 - Unexploded (UXO) Sweep Personnel	24.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	25.34
30621 - Weather Observer, Senior	27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.45
31030 - Bus Driver	17.68
31043 - Driver Courier	13.82
31260 - Parking and Lot Attendant	10.25
31290 - Shuttle Bus Driver	14.93

31310 - Taxi Driver	11.57
31361 - Truckdriver, Light	14.93
31362 - Truckdriver, Medium	18.52
31363 - Truckdriver, Heavy	20.48
31364 - Truckdriver, Tractor-Trailer	20.48
99000 - Miscellaneous Occupations	
99030 - Cashier	11.97
99050 - Desk Clerk	11.35
99095 - Embalmer	23.02
99251 - Laboratory Animal Caretaker I	11.89
99252 - Laboratory Animal Caretaker II	12.85
99310 - Mortician	25.00
99410 - Pest Controller	16.38
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.61
99842 - Vending Machine Repairer Helper	13.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 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: 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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, dyeing, 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 link 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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (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.

WD 05-2069 (Rev.-16) was first posted on www.wdol.gov on 07/14/2015

REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of Wage Determination No.: 2005-2069
Director Wage Determinations Revision No.: 16
Date of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California
Area: California Counties of Napa, Solano, Sonoma

Fringe Benefits Required Follow the Occupational Listing			FOOTNOTE	RATE
OCCUPATION CODE - TITLE				
01000 - Administrative Support And Clerical Occupations				
01011 - Accounting Clerk I				17.92
01012 - Accounting Clerk II				20.12
01013 - Accounting Clerk III				22.50
01020 - Administrative Assistant				30.87
01040 - Court Reporter				26.73
01051 - Data Entry Operator I				15.38
01052 - Data Entry Operator II				16.78
01060 - Dispatcher, Motor Vehicle				29.13
01070 - Document Preparation Clerk				15.82
01090 - Duplicating Machine Operator				15.82
01111 - General Clerk I				15.87
01112 - General Clerk II				17.31
01113 - General Clerk III				19.37
01120 - Housing Referral Assistant				28.83
01141 - Messenger Courier				12.83
01191 - Order Clerk I				16.98
01192 - Order Clerk II				18.58
01261 - Personnel Assistant (Employment) I				19.80
01262 - Personnel Assistant (Employment) II				22.18
01263 - Personnel Assistant (Employment) III				24.69
01270 - Production Control Clerk				28.05
01280 - Receptionist				17.21
01290 - Rental Clerk				16.25
01300 - Scheduler, Maintenance				23.12
01311 - Secretary I				23.12
01312 - Secretary II				25.86
01313 - Secretary III				28.83
01320 - Service Order Dispatcher				22.62
01410 - Supply Technician				30.87
01420 - Survey Worker				22.72
01531 - Travel Clerk I				13.54

01532	- Travel Clerk II	14.74
01533	- Travel Clerk III	15.97
01611	- Word Processor I	20.77
01612	- Word Processor II	23.32
01613	- Word Processor III	26.09
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	25.77
05010	- Automotive Electrician	23.26
05040	- Automotive Glass Installer	20.29
05070	- Automotive Worker	23.26
05110	- Mobile Equipment Servicer	20.22
05130	- Motor Equipment Metal Mechanic	24.26
05160	- Motor Equipment Metal Worker	22.22
05190	- Motor Vehicle Mechanic	24.26
05220	- Motor Vehicle Mechanic Helper	19.14
05250	- Motor Vehicle Upholstery Worker	21.22
05280	- Motor Vehicle Wrecker	22.22
05310	- Painter, Automotive	22.98
05340	- Radiator Repair Specialist	21.94
05370	- Tire Repairer	16.28
05400	- Transmission Repair Specialist	24.26
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.01
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	10.27
07130	- Food Service Worker	10.72
07210	- Meat Cutter	17.25
07260	- Waiter/Waitress	9.76
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.81
09040	- Furniture Handler	14.29
09080	- Furniture Refinisher	19.81
09090	- Furniture Refinisher Helper	16.31
09110	- Furniture Repairer, Minor	18.07
09130	- Upholsterer	23.97
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.92
11060	- Elevator Operator	13.82
11090	- Gardener	19.46
11122	- Housekeeping Aide	14.10
11150	- Janitor	14.10
11210	- Laborer, Grounds Maintenance	17.71
11240	- Maid or Houseman	12.54
11260	- Pruner	16.82
11270	- Tractor Operator	19.48
11330	- Trail Maintenance Worker	17.71
11360	- Window Cleaner	15.68
12000	- Health Occupations	
12010	- Ambulance Driver	23.33
12011	- Breath Alcohol Technician	23.33
12012	- Certified Occupational Therapist Assistant	31.20
12015	- Certified Physical Therapist Assistant	23.44
12020	- Dental Assistant	21.98
12025	- Dental Hygienist	49.41
12030	- EKG Technician	36.73
12035	- Electroneurodiagnostic Technologist	36.73
12040	- Emergency Medical Technician	23.33
12071	- Licensed Practical Nurse I	21.46
12072	- Licensed Practical Nurse II	24.09
12073	- Licensed Practical Nurse III	26.94
12100	- Medical Assistant	20.98

12130	- Medical Laboratory Technician	23.05
12160	- Medical Record Clerk	21.00
12190	- Medical Record Technician	23.48
12195	- Medical Transcriptionist	20.55
12210	- Nuclear Medicine Technologist	42.03
12221	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
12223	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	16.98
12236	- Optical Technician	16.19
12250	- Pharmacy Technician	20.11
12280	- Phlebotomist	18.81
12305	- Radiologic Technologist	29.71
12311	- Registered Nurse I	35.72
12312	- Registered Nurse II	43.70
12313	- Registered Nurse III, Specialist	43.70
12314	- Registered Nurse III	43.70
12315	- Registered Nurse III, Anesthetist	52.94
12316	- Registered Nurse IV	52.94
12317	- Scheduler (Drug and Alcohol Testing)	63.36
13000	- Information And Arts Occupations	34.02
13011	- Exhibits Specialist I	21.90
13012	- Exhibits Specialist II	31.06
13013	- Exhibits Specialist III	38.01
13041	- Illustrator I	25.08
13042	- Illustrator II	31.06
13043	- Illustrator III	38.01
13047	- Librarian	34.41
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	31.06
13058	- Library Technician	26.04
13061	- Media Specialist I	22.42
13062	- Media Specialist II	25.08
13063	- Media Specialist III	27.96
13071	- Photographer I	16.05
13072	- Photographer II	17.92
13073	- Photographer III	22.41
13074	- Photographer IV	27.18
13075	- Photographer V	32.89
13110	- Video Teleconference Technician	20.39
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1)
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	(see 1)
14160	- Personal Computer Support Technician	19.80
15000	- Instructional Occupations	27.43
15010	- Aircrew Training Devices Instructor (Non-Rated)	36.80
15020	- Aircrew Training Devices Instructor (Rated)	44.51
15030	- Air Crew Training Devices Instructor (Pilot)	53.36
15050	- Computer Based Training Specialist / Instructor	36.97

15060	- Educational Technologist	31.96
15070	- Flight Instructor (Pilot)	53.36
15080	- Graphic Artist	25.32
15090	- Technical Instructor	23.14
15095	- Technical Instructor/Course Developer	28.25
1510	- Test Proctor	19.00
15120	- Tutor	19.00
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.16
16030	- Counter Attendant	10.16
16040	- Dry Cleaner	13.25
16070	- Finisher, Flatwork, Machine	10.16
16090	- Presser, Hand	10.16
1610	- Presser, Machine, Drycleaning	10.16
16130	- Presser, Machine, Shirts	10.16
16160	- Presser, Machine, Wearing Apparel, Laundry	14.28
16190	- Sewing Machine Operator	15.29
16220	- Tailor	11.22
16250	- Washer, Machine	
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	24.09
19040	- Tool And Die Maker	28.58
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.78
21030	- Material Coordinator	28.05
21040	- Material Expediter	16.58
21050	- Material Handling Laborer	15.60
21071	- Order Filler	17.78
21080	- Production Line Worker (Food Processing)	17.59
2110	- Shipping Packer	17.59
21130	- Shipping/Receiving Clerk	17.59
21140	- Store Worker I	14.54
21150	- Stock Clerk	20.01
21210	- Tools And Parts Attendant	17.78
21410	- Warehouse Specialist	
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	28.18
23021	- Aircraft Mechanic I	26.81
23022	- Aircraft Mechanic II	28.18
23023	- Aircraft Mechanic III	29.37
23040	- Aircraft Mechanic Helper	19.58
23050	- Aircraft, Painter	25.05
23060	- Aircraft Servicer	22.68
23080	- Aircraft Worker	23.85
23110	- Appliance Mechanic	26.11
23120	- Bicycle Repairer	15.12
23125	- Cable Splicer	26.04
23130	- Carpenter, Maintenance	26.17
23140	- Carpet Layer	23.21
23160	- Electrician, Maintenance	34.84
23181	- Electronics Technician Maintenance I	29.50
23182	- Electronics Technician Maintenance II	31.17
23183	- Electronics Technician Maintenance III	32.86
23260	- Fabric Worker	22.02
23290	- Fire Alarm System Mechanic	23.38
23310	- Fire Extinguisher Repairer	20.60
23311	- Fuel Distribution System Mechanic	26.30
23312	- Fuel Distribution System Operator	20.80
23370	- General Maintenance Worker	22.50
23380	- Ground Support Equipment Mechanic	26.81
23381	- Ground Support Equipment Servicer	22.68
23382	- Ground Support Equipment Worker	23.85

23391	- Gunsmith I	20.60
23392	- Gunsmith II	23.38
23393	- Gunsmith III	26.04
23410	- Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411	- Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	25.92
23430	- Heavy Equipment Mechanic	27.02
23440	- Heavy Equipment Operator	29.36
23460	- Instrument Mechanic	30.39
23465	- Laboratory/Shelter Mechanic	24.70
23470	- Laborer	14.76
23510	- Locksmith	19.81
23530	- Machinery Maintenance Mechanic	27.02
23550	- Machinist, Maintenance	27.28
23580	- Maintenance Trades Helper	16.53
23591	- Metrology Technician I	30.39
23592	- Metrology Technician II	31.95
23593	- Metrology Technician III	33.30
23640	- Millwright	26.04
23710	- Office Appliance Repairer	21.66
23760	- Painter, Maintenance	22.21
23790	- Pipefitter, Maintenance	28.02
23810	- Plumber, Maintenance	26.13
23820	- Pneudraulic Systems Mechanic	26.04
23850	- Rigger	26.04
23870	- Scale Mechanic	23.38
23890	- Sheet-Metal Worker, Maintenance	27.26
23910	- Small Engine Mechanic	20.91
23931	- Telecommunications Mechanic I	26.96
23932	- Telecommunications Mechanic II	28.34
23950	- Telephone Lineman	27.10
23960	- Welder, Combination, Maintenance	22.75
23965	- Well Driller	24.54
23970	- Woodcraft Worker	26.04
23980	- Woodworker	20.53
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	13.74
24580	- Child Care Center Clerk	17.13
24610	- Chore Aide	11.94
24620	- Family Readiness And Support Services Coordinator	16.85
24630	- Homemaker	
25000	- Plant And System Operations Occupations	19.03
25010	- Boiler Tender	38.18
25040	- Sewage Plant Operator	30.72
25070	- Stationary Engineer	38.18
25190	- Ventilation Equipment Tender	27.90
25210	- Water Treatment Plant Operator	30.72
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.80
27007	- Baggage Inspector	14.34
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.43
27030	- Detection Dog Handler	17.15
27040	- Detention Officer	38.39
27070	- Firefighter	36.20
27101	- Guard I	14.34
27102	- Guard II	17.15
27131	- Police Officer I	42.92
27132	- Police Officer II	47.21
28000	- Recreation Occupations	

28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equipment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	12.74
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	14.14
28515 - Recreation Specialist	20.43
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	17.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.05
29020 - Hatch Tender	27.05
29030 - Line Handler	27.05
29041 - Stevedore I	26.37
29042 - Stevedore II	28.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	26.28
30040 - Civil Engineering Technician	24.86
30061 - Drafter/CAD Operator I	27.80
30062 - Drafter/CAD Operator II	30.99
30063 - Drafter/CAD Operator III	38.15
30064 - Drafter/CAD Operator IV	18.90
30081 - Engineering Technician I	21.22
30082 - Engineering Technician II	23.73
30083 - Engineering Technician III	29.40
30084 - Engineering Technician IV	35.98
30085 - Engineering Technician V	43.51
30086 - Engineering Technician VI	30.39
30090 - Environmental Technician	21.15
30210 - Laboratory Technician	35.89
30240 - Mathematical Technician	24.61
30361 - Paralegal/Legal Assistant I	30.73
30362 - Paralegal/Legal Assistant II	37.61
30363 - Paralegal/Legal Assistant III	45.49
30364 - Paralegal/Legal Assistant IV	35.89
30390 - Photo-Optics Technician	27.62
30461 - Technical Writer I	33.78
30462 - Technical Writer II	38.75
30463 - Technical Writer III	26.92
30491 - Unexploded Ordnance (UXO) Technician I	32.56
30492 - Unexploded Ordnance (UXO) Technician II	39.03
30493 - Unexploded Ordnance (UXO) Technician III	26.92
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	30.99
30620 - Weather Observer, Combined Upper Air Or Surface Programs	34.44
30621 - Weather Observer, Senior	13.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	18.83
31030 - Bus Driver	17.77
31043 - Driver Courier	11.67
31260 - Parking and Lot Attendant	19.22
31290 - Shuttle Bus Driver	14.22
31310 - Taxi Driver	19.22
31361 - Truckdriver, Light	

31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.46
31364 - Truckdriver, Tractor-Trailer	21.46
99000 - Miscellaneous Occupations	
99030 - Cashier	13.32
99050 - Desk Clerk	12.16
99095 - Embalmer	25.67
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.52
99310 - Mortician	29.41
99410 - Pest Controller	19.24
99510 - Photofinishing Worker	14.96
99710 - Recycling Laborer	22.18
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	19.77
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	13.01
99830 - Survey Party Chief	39.30
99831 - Surveying Aide	18.71
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	14.24
99841 - Vending Machine Repairer	16.60
99842 - Vending Machine Repairer Helper	14.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 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 4.1173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.1174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, 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 ordinance, 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 ordinance, (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 ordinance, explosive, and incendiary ordinance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordinance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

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

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