

WD 05-2051 (Rev.-17) was first posted on [www.wdol.gov](http://www.wdol.gov) on 01/05/2016

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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

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| Wage Determination No.: 2005-2051

Daniel W. Simms Division of | Revision No.: 17

Director Wage Determinations | Date Of Revision: 12/29/2015

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was 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 \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. 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](http://www.dol.gov/whd/govcontracts).

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State: California

Area: California Counties of Alameda, Contra Costa

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

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

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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 - Mobile Equipment Servicer 21.71

05130 - Motor Equipment Metal Mechanic 26.06

05160 - Motor Equipment Metal Worker 23.84

05190 - Motor Vehicle Mechanic 26.07

05220 - Motor Vehicle Mechanic Helper 20.54

05250 - Motor Vehicle Upholstery Worker 22.78

05280 - Motor Vehicle Wrecker 23.84

05310 - Painter, Automotive 24.96

05340 - Radiator Repair Specialist 23.84

05370 - Tire Repairer 17.31

05400 - Transmission Repair Specialist 26.07

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  
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 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

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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 31.06

Administrator

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) 27.62  
14072 - Computer Programmer II (see 1)  
14073 - Computer Programmer III (see 1)  
14074 - Computer Programmer IV (see 1)  
14101 - Computer Systems Analyst I (see 1)  
14102 - Computer Systems Analyst II (see 1)  
14103 - Computer Systems Analyst III (see 1)  
14150 - Peripheral Equipment Operator 19.80  
14160 - Personal Computer Support Technician 27.43  
15000 - Instructional Occupations  
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

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15050 - Computer Based Training Specialist / Instructor 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  
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) 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

21110 - 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 31.80

23040 - Aircraft Mechanic Helper 22.12

23050 - Aircraft, Painter 27.52

23060 - Aircraft Servicer 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

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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 28.32

Mechanic

23411 - Heating, Ventilation And Air Contditioning 29.77

Mechanic (Research Facility)

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 28.28

23550 - Machinist, Maintenance 27.28

23580 - Maintenance Trades Helper 17.19

23591 - Metrology Technician I 32.04

23592 - Metrology Technician II 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 11.44

24620 - Family Readiness And Support Services 19.02

Coordinator

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

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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) 42.35

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 29.02

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 32.16

30021 - Archeological Technician I 23.47

30022 - Archeological Technician II 27.47

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 25.89

30462 - Technical Writer II 32.03

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 (see 2) 27.82

Surface Programs

30621 - Weather Observer, Senior (see 2) 30.90

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

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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

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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 4.173)

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

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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).

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- 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.

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THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON D.C. 20210

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| Wage Determination No.: 2015-5631

Daniel W. Simms Division of | Revision No.: 1

Director Wage Determinations | Date Of Revision: 03/10/2016

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was 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 \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. 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](http://www.dol.gov/whd/govcontracts).

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State: California

Area: California Counties of El Dorado, Placer, Sacramento, Yolo

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 16.44

01012 - Accounting Clerk II 18.46

01013 - Accounting Clerk III 20.65

01020 - Administrative Assistant 25.83

01035 - Court Reporter 23.06

01041 - Customer Service Representative I 14.68

01042 - Customer Service Representative II 16.51

01043 - Customer Service Representative III 18.02

01051 - Data Entry Operator I 15.96  
01052 - Data Entry Operator II 17.42  
01060 - Dispatcher, Motor Vehicle 18.84  
01070 - Document Preparation Clerk 14.72  
01090 - Duplicating Machine Operator 14.72  
01111 - General Clerk I 13.29  
01112 - General Clerk II 14.50  
01113 - General Clerk III 17.70  
01120 - Housing Referral Assistant 22.39  
01141 - Messenger Courier 13.25  
01191 - Order Clerk I 14.88  
01192 - Order Clerk II 16.24  
01261 - Personnel Assistant (Employment) I 17.77  
01262 - Personnel Assistant (Employment) II 19.89  
01263 - Personnel Assistant (Employment) III 22.17  
01270 - Production Control Clerk 23.46  
01290 - Rental Clerk 16.57  
01300 - Scheduler, Maintenance 17.83  
01311 - Secretary I 17.83  
01312 - Secretary II 19.42  
01313 - Secretary III 22.39  
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01320 - Service Order Dispatcher 17.35  
01410 - Supply Technician 25.83

01420 - Survey Worker 18.84

01460 - Switchboard Operator/Receptionist 14.72

01531 - Travel Clerk I 13.87

01532 - Travel Clerk II 14.94

01533 - Travel Clerk III 16.05

01611 - Word Processor I 15.18

01612 - Word Processor II 17.03

01613 - Word Processor III 19.05

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 22.01

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 13.93

07042 - Cook II 16.02

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 16.47

09130 - Upholsterer 18.40

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 12.22

11060 - Elevator Operator 13.76

11090 - Gardener 16.51

11122 - Housekeeping Aide 14.69

11150 - Janitor 14.69

11210 - Laborer, Grounds Maintenance 13.40

11240 - Maid or Houseman 10.81

11260 - Pruner 13.31

11270 - Tractor Operator 15.37

11330 - Trail Maintenance Worker 13.40

11360 - Window Cleaner 15.21

12000 - Health Occupations

12010 - Ambulance Driver 18.23

12011 - Breath Alcohol Technician 18.23

12012 - Certified Occupational Therapist Assistant 28.26

12015 - Certified Physical Therapist Assistant 29.98

12020 - Dental Assistant 19.08

12025 - Dental Hygienist 46.19

12030 - EKG Technician 28.25

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12035 - Electroneurodiagnostic Technologist 28.25

12040 - Emergency Medical Technician 18.23

12071 - Licensed Practical Nurse I 21.98

12072 - Licensed Practical Nurse II 24.59

12073 - Licensed Practical Nurse III 27.41

12100 - Medical Assistant 16.69

12130 - Medical Laboratory Technician 20.48

12160 - Medical Record Clerk 18.81

12190 - Medical Record Technician 21.03

12195 - Medical Transcriptionist 20.97

12210 - Nuclear Medicine Technologist 47.19

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 17.65

12236 - Optical Technician 15.75

12250 - Pharmacy Technician 18.00

12280 - Phlebotomist 18.79

12305 - Radiologic Technologist 32.93

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) 29.38

12320 - Substance Abuse Treatment Counselor 17.32

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 33.98

13050 - Library Aide/Clerk 16.05

13054 - Library Information Technology Systems 28.37

Administrator

13058 - Library Technician 18.13  
13061 - Media Specialist I 22.13  
13062 - Media Specialist II 24.76  
13063 - Media Specialist III 27.60  
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  
13090 - Technical Order Library Clerk 13.27  
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) 23.09  
14072 - Computer Programmer II (see 1) 27.18  
14073 - Computer Programmer III (see 1)  
14074 - Computer Programmer IV (see 1)  
14101 - Computer Systems Analyst I (see 1)

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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

14170 - System Support Specialist 37.81

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 38.21

15070 - Flight Instructor (Pilot) 51.27

15080 - Graphic Artist 24.56

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 38.29

15086 - Maintenance Test Pilot, Rotary Wing 38.29

15088 - Non-Maintenance Test/Co-Pilot 38.29

15090 - Technical Instructor 23.76

15095 - Technical Instructor/Course Developer 29.13

15110 - Test Proctor 19.62

15120 - Tutor 19.62

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 10.74

16030 - Counter Attendant 10.74

16040 - Dry Cleaner 13.38

16070 - Finisher, Flatwork, Machine 10.74

16090 - Presser, Hand 10.74

16110 - Presser, Machine, Drycleaning 10.74

16130 - Presser, Machine, Shirts 10.74

16160 - Presser, Machine, Wearing Apparel, Laundry 10.74

16190 - Sewing Machine Operator 14.52

16220 - Tailor 15.65

16250 - Washer, Machine 11.46

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 22.24

19040 - Tool And Die Maker 26.49

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 19.22

21030 - Material Coordinator 23.46

21040 - Material Expediter 23.46

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 12.88

21150 - Stock Clerk 17.53

21210 - Tools And Parts Attendant 19.22

21410 - Warehouse Specialist 19.22

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 30.37

23019 - Aircraft Logs and Records Technician 23.72

23021 - Aircraft Mechanic I 28.72  
23022 - Aircraft Mechanic II 30.37  
23023 - Aircraft Mechanic III 32.04  
23040 - Aircraft Mechanic Helper 20.42  
23050 - Aircraft, Painter 27.06  
23060 - Aircraft Servicer 23.72  
23070 - Aircraft Survival Flight Equipment Technician 27.06  
23080 - Aircraft Worker 25.39  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic 25.39

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic 28.72

II

23110 - Appliance Mechanic 21.79  
23120 - Bicycle Repairer 14.98  
23125 - Cable Splicer 31.25  
23130 - Carpenter, Maintenance 24.82  
23140 - Carpet Layer 23.93  
23160 - Electrician, Maintenance 26.19  
23181 - Electronics Technician Maintenance I 27.49  
23182 - Electronics Technician Maintenance II 28.96  
23183 - Electronics Technician Maintenance III 33.30  
23260 - Fabric Worker 22.56  
23290 - Fire Alarm System Mechanic 22.29

23310 - Fire Extinguisher Repairer 20.99

23311 - Fuel Distribution System Mechanic 27.48

23312 - Fuel Distribution System Operator 21.33

23370 - General Maintenance Worker 20.27

23380 - Ground Support Equipment Mechanic 28.72

23381 - Ground Support Equipment Servicer 23.72

23382 - Ground Support Equipment Worker 25.39

23391 - Gunsmith I 20.99

23392 - Gunsmith II 24.13

23393 - Gunsmith III 27.30

23410 - Heating, Ventilation And Air-Conditioning 23.73  
Mechanic

23411 - Heating, Ventilation And Air Contditioning 25.09  
Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 24.49

23440 - Heavy Equipment Operator 31.57

23460 - Instrument Mechanic 28.78

23465 - Laboratory/Shelter Mechanic 25.73

23470 - Laborer 15.13

23510 - Locksmith 21.13

23530 - Machinery Maintenance Mechanic 28.78

23550 - Machinist, Maintenance 22.43

23580 - Maintenance Trades Helper 17.41

23591 - Metrology Technician I 28.78

23592 - Metrology Technician II 30.43

23593 - Metrology Technician III 32.11  
23640 - Millwright 30.69  
23710 - Office Appliance Repairer 20.46  
23760 - Painter, Maintenance 21.23  
23790 - Pipefitter, Maintenance 25.08  
23810 - Plumber, Maintenance 23.63  
23820 - Pneudraulic Systems Mechanic 25.21  
23850 - Rigger 27.30  
23870 - Scale Mechanic 24.13  
23890 - Sheet-Metal Worker, Maintenance 28.69  
23910 - Small Engine Mechanic 20.27  
23931 - Telecommunications Mechanic I 28.76  
23932 - Telecommunications Mechanic II 30.41  
23950 - Telephone Lineman 27.92  
23960 - Welder, Combination, Maintenance 22.92  
23965 - Well Driller 27.30  
23970 - Woodcraft Worker 27.30  
23980 - Woodworker 19.38  
24000 - Personal Needs Occupations  
24550 - Case Manager 17.28  
24570 - Child Care Attendant 12.80  
24580 - Child Care Center Clerk 15.96  
24610 - Chore Aide 11.02

24620 - Family Readiness And Support Services 17.28

Coordinator

24630 - Homemaker 17.70

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 30.09

25040 - Sewage Plant Operator 28.79

25070 - Stationary Engineer 30.09

25190 - Ventilation Equipment Tender 21.38

25210 - Water Treatment Plant Operator 28.79

27000 - Protective Service Occupations

27004 - Alarm Monitor 26.18

27007 - Baggage Inspector 17.26

27008 - Corrections Officer 30.11

27010 - Court Security Officer 30.36

27030 - Detection Dog Handler 21.22

27040 - Detention Officer 30.11

27070 - Firefighter 26.51

27101 - Guard I 17.26

27102 - Guard II 21.22

27131 - Police Officer I 35.62

27132 - Police Officer II 39.60

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 12.70

28042 - Carnival Equipment Repairer 13.53

28043 - Carnival 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 31.12

29020 - Hatch Tender 31.12

29030 - Line Handler 31.12

29041 - Stevedore I 29.08

29042 - Stevedore II 33.17

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 39.06

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26.93

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 29.66

30021 - Archeological Technician I 20.33

30022 - Archeological Technician II 22.74

30023 - Archeological Technician III 28.16

30030 - Cartographic Technician 28.16

30040 - Civil Engineering Technician 29.84

30051 - Cryogenic Technician I 26.75

30052 - Cryogenic Technician II 29.55

30061 - Drafter/CAD Operator I 20.33

30062 - Drafter/CAD Operator II 22.74  
30063 - Drafter/CAD Operator III 25.34  
30064 - Drafter/CAD Operator IV 31.19  
30081 - Engineering Technician I 16.86  
30082 - Engineering Technician II 18.93  
30083 - Engineering Technician III 21.17  
30084 - Engineering Technician IV 26.23  
30085 - Engineering Technician V 32.20  
30086 - Engineering Technician VI 38.82  
30090 - Environmental Technician 23.61  
30095 - Evidence Control Specialist 24.16

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30210 - Laboratory Technician 21.46  
30221 - Latent Fingerprint Technician I 32.41  
30222 - Latent Fingerprint Technician II 35.80  
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  
30375 - Petroleum Supply Specialist 29.55  
30390 - Photo-Optics Technician 28.16  
30395 - Radiation Control Technician 29.55  
30461 - Technical Writer I 24.40

30462 - Technical Writer II 29.85

30463 - Technical Writer III 36.10

30491 - Unexploded Ordnance (UXO) Technician I 24.83

30492 - Unexploded Ordnance (UXO) Technician II 30.04

30493 - Unexploded Ordnance (UXO) Technician III 36.00

30494 - Unexploded (UXO) Safety Escort 24.83

30495 - Unexploded (UXO) Sweep Personnel 24.83

30501 - Weather Forecaster I 26.75

30502 - Weather Forecaster II 32.53

30620 - Weather Observer, Combined Upper Air Or (see 2) 25.34

#### Surface Programs

30621 - Weather Observer, Senior (see 2) 27.83

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 30.04

31020 - Bus Aide 12.60

31030 - Bus Driver 19.45

31043 - Driver Courier 14.89

31260 - Parking and Lot Attendant 10.25

31290 - Shuttle Bus Driver 16.10

31310 - Taxi Driver 12.73

31361 - Truckdriver, Light 16.10

31362 - Truckdriver, Medium 18.52

31363 - Truckdriver, Heavy 20.48

31364 - Truckdriver, Tractor-Trailer 20.48

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 14.64  
99030 - Cashier 11.97  
99050 - Desk Clerk 11.35  
99095 - Embalmer 25.32  
99130 - Flight Follower 24.83  
99251 - Laboratory Animal Caretaker I 11.89  
99252 - Laboratory Animal Caretaker II 12.85  
99260 - Marketing Analyst 22.48  
99310 - Mortician 26.17  
99410 - Pest Controller 16.38  
99510 - Photofinishing Worker 15.20  
99710 - Recycling Laborer 23.99  
99711 - Recycling Specialist 28.66  
99730 - Refuse Collector 21.67  
99810 - Sales Clerk 12.32  
99820 - School Crossing Guard 12.11  
99830 - Survey Party Chief 42.20  
99831 - Surveying Aide 22.91  
99832 - Surveying Technician 31.45  
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 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 employed (40 hours a week) and Sunday is part of your

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

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

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

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

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

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

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties

requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

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Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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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

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| Wage Determination No.: 2015-2055

Daniel W. Simms Division of | Revision No.: 1

Director Wage Determinations | Date Of Revision: 03/10/2016

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract

Act for which the solicitation was 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 \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. 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](http://www.dol.gov/whd/govcontracts).

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State: California

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

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 16.44

01012 - Accounting Clerk II 18.46

01013 - Accounting Clerk III 20.65

01020 - Administrative Assistant 25.83

01035 - Court Reporter 20.96

01051 - Data Entry Operator I 15.96

01052 - Data Entry Operator II 17.42

01060 - Dispatcher, Motor Vehicle 18.84

01070 - Document Preparation Clerk 14.72  
01090 - Duplicating Machine Operator 14.72  
01111 - General Clerk I 13.29  
01112 - General Clerk II 14.50  
01113 - General Clerk III 17.70  
01120 - Housing Referral Assistant 22.39  
01141 - Messenger Courier 12.25  
01191 - Order Clerk I 14.88  
01192 - Order Clerk II 16.24  
01261 - Personnel Assistant (Employment) I 17.40  
01262 - Personnel Assistant (Employment) II 19.46  
01263 - Personnel Assistant (Employment) III 21.69  
01270 - Production Control Clerk 21.81  
01290 - Rental Clerk 16.57  
01300 - Scheduler, Maintenance 17.83  
01311 - Secretary I 17.83  
01312 - Secretary II 19.42  
01313 - Secretary III 22.39  
01320 - Service Order Dispatcher 17.35  
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01410 - Supply Technician 25.83  
01420 - Survey Worker 18.84  
01460 - Switchboard Operator/Receptionist 14.72  
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 16.47

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 15.21

12000 - Health Occupations

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

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12040 - Emergency Medical Technician 16.57  
12071 - Licensed Practical Nurse I 21.98  
12072 - Licensed Practical Nurse II 24.59  
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 17.84

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 25.79

Administrator

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) 23.09  
14072 - Computer Programmer II (see 1) 27.18  
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

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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

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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 23.54

Mechanic

23411 - Heating, Ventilation And Air Contditioning 24.90

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 23.20

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 28.78

23592 - Metrology Technician II 30.43

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 16.67

Coordinator

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

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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 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) 38.29

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26.41

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 29.07

30021 - Archeological Technician I 20.33

30022 - Archeological Technician II 22.74

30023 - Archeological Technician III 28.16

30030 - Cartographic Technician 28.16

30040 - Civil Engineering Technician 27.13

30061 - Drafter/CAD Operator I 20.33

30062 - Drafter/CAD Operator II 22.74

30063 - Drafter/CAD Operator III 25.34

30064 - Drafter/CAD Operator IV 31.19

30081 - Engineering Technician I 16.86

30082 - Engineering Technician II 18.93

30083 - Engineering Technician III 21.17

30084 - Engineering Technician IV 26.23

30085 - Engineering Technician V 32.20

30086 - Engineering Technician VI 38.82

30090 - Environmental Technician 23.61

30210 - 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 (see 2) 25.34

Surface Programs

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30621 - Weather Observer, Senior (see 2) 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

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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 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

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

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

An 8 percent differential is applicable to employees employed in a position that

represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, 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 re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

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ordnance, explosives, and incendiary material differential pay.

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(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 the proposed classification title(s), a Federal grade equivalency (FGE) for each

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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, U.S. Department of Labor, for review (See 29 CFR 4.6(b)(2)(ii)).

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

5) The contracting officer transmits the Wage and Hour 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 ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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