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

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

Daniel W. Simms  
Director

Division of  
Wage Determinations

Wage Determination No.: 2015-5641  
Revision No.: 1  
Date Of Revision: 11/16/2016

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.

State: California

Area: California County of Santa Clara

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.38
01012 - Accounting Clerk II		20.63
01013 - Accounting Clerk III		23.08
01020 - Administrative Assistant		32.25
01035 - Court Reporter		26.02
01041 - Customer Service Representative I		17.18
01042 - Customer Service Representative II		19.31
01043 - Customer Service Representative III		21.08
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.34
01090 - Duplicating Machine Operator		17.34
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		15.75
01191 - Order Clerk I		18.68
01192 - Order Clerk II		20.38
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		30.42
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	32.25
01420	- Survey Worker	23.16
01460	- Switchboard Operator/Receptionist	17.21
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	24.25
05010	- Automotive Electrician	23.54
05040	- Automotive Glass Installer	21.54
05070	- Automotive Worker	22.33
05110	- Mobile Equipment Servicer	19.83
05130	- Motor Equipment Metal Mechanic	24.76
05160	- Motor Equipment Metal Worker	22.33
05190	- Motor Vehicle Mechanic	24.76
05220	- Motor Vehicle Mechanic Helper	18.56
05250	- Motor Vehicle Upholstery Worker	21.10
05280	- Motor Vehicle Wrecker	22.33
05310	- Painter, Automotive	23.54
05340	- Radiator Repair Specialist	22.33
05370	- Tire Repairer	14.48
05400	- Transmission Repair Specialist	24.76
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.58
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	10.27
07130	- Food Service Worker	11.29
07210	- Meat Cutter	19.49
07260	- Waiter/Waitress	10.65
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	14.10
11090	- Gardener	21.60
11122	- Housekeeping Aide	14.10
11150	- Janitor	14.10
11210	- Laborer, Grounds Maintenance	17.52
11240	- Maid or Houseman	13.23
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	30.35
12015	- Certified Physical Therapist Assistant	28.01
12020	- Dental Assistant	24.18
12025	- Dental Hygienist	39.49
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	25.36
12160 - Medical Record Clerk	23.10
12190 - Medical Record Technician	25.83
12195 - Medical Transcriptionist	22.61
12210 - Nuclear Medicine Technologist	47.26
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	21.46
12236 - Optical Technician	20.04
12250 - Pharmacy Technician	21.25
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	36.43
12311 - Registered Nurse I	38.63
12312 - Registered Nurse II	47.23
12313 - Registered Nurse II, Specialist	47.23
12314 - Registered Nurse III	57.12
12315 - Registered Nurse III, Anesthetist	57.12
12316 - Registered Nurse IV	68.53
12317 - Scheduler (Drug and Alcohol Testing)	34.02
12320 - Substance Abuse Treatment Counselor	16.32
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.87
13012 - Exhibits Specialist II	28.33
13013 - Exhibits Specialist III	34.65
13041 - Illustrator I	27.87
13042 - Illustrator II	34.27
13043 - Illustrator III	41.92
13047 - Librarian	37.85
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	34.17
13058 - Library Technician	26.04
13061 - Media Specialist I	24.66
13062 - Media Specialist II	27.59
13063 - Media Specialist III	30.76
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
13090 - Technical Order Library Clerk	24.08
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) 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
14170	- System Support Specialist		42.52
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		37.36
15020	- Aircrew Training Devices Instructor (Rated)		45.21
15030	- Air Crew Training Devices Instructor (Pilot)		54.18
15050	- Computer Based Training Specialist / Instructor		37.36
15060	- Educational Technologist		33.47
15070	- Flight Instructor (Pilot)		54.18
15080	- Graphic Artist		29.34
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		54.18
15086	- Maintenance Test Pilot, Rotary Wing		54.18
15088	- Non-Maintenance Test/Co-Pilot		54.18
15090	- Technical Instructor		28.74
15095	- Technical Instructor/Course Developer		35.31
15110	- Test Proctor		24.42
15120	- Tutor		24.42
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		12.38
16030	- Counter Attendant		12.38
16040	- Dry Cleaner		15.02
16070	- Finisher, Flatwork, Machine		12.38
16090	- Presser, Hand		12.38
16110	- Presser, Machine, Drycleaning		12.38
16130	- Presser, Machine, Shirts		12.38
16160	- Presser, Machine, Wearing Apparel, Laundry		11.78
16190	- Sewing Machine Operator		15.86
16220	- Tailor		17.13
16250	- Washer, Machine		13.21
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		23.66
19040	- Tool And Die Maker		28.26
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		18.44
21030	- Material Coordinator		28.67
21040	- Material Expediter		28.67
21050	- Material Handling Laborer		15.36
21071	- Order Filler		15.60
21080	- Production Line Worker (Food Processing)		18.44
21110	- Shipping Packer		16.56
21130	- Shipping/Receiving Clerk		16.56
21140	- Store Worker I		15.25
21150	- Stock Clerk		20.01
21210	- Tools And Parts Attendant		18.44
21410	- Warehouse Specialist		18.44
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		31.48
23019	- Aircraft Logs and Records Technician		25.32
23021	- Aircraft Mechanic I		29.95
23022	- Aircraft Mechanic II		31.48
23023	- Aircraft Mechanic III		32.81
23040	- Aircraft Mechanic Helper		22.31
23050	- Aircraft, Painter		29.14
23060	- Aircraft Servicer		25.32
23070	- Aircraft Survival Flight Equipment Technician		29.14
23080	- Aircraft Worker		26.97
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I		26.97

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.95
23110 - Appliance Mechanic	23.84
23120 - Bicycle Repairer	16.98
23125 - Cable Splicer	29.26
23130 - Carpenter, Maintenance	27.32
23140 - Carpet Layer	25.50
23160 - Electrician, Maintenance	35.53
23181 - Electronics Technician Maintenance I	25.55
23182 - Electronics Technician Maintenance II	26.94
23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	23.39
23290 - Fire Alarm System Mechanic	27.03
23310 - Fire Extinguisher Repairer	23.14
23311 - Fuel Distribution System Mechanic	27.91
23312 - Fuel Distribution System Operator	22.36
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.95
23381 - Ground Support Equipment Servicer	25.32
23382 - Ground Support Equipment Worker	26.97
23391 - Gunsmith I	23.14
23392 - Gunsmith II	26.27
23393 - Gunsmith III	29.26
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	32.86
23430 - Heavy Equipment Mechanic	29.83
23440 - Heavy Equipment Operator	32.71
23460 - Instrument Mechanic	29.32
23465 - Laboratory/Shelter Mechanic	27.75
23470 - Laborer	14.73
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	29.72
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	29.32
23592 - Metrology Technician II	30.75
23593 - Metrology Technician III	32.04
23640 - Millwright	29.26
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	24.45
23790 - Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	29.26
23850 - Rigger	29.26
23870 - Scale Mechanic	26.27
23890 - Sheet-Metal Worker, Maintenance	29.68
23910 - Small Engine Mechanic	20.58
23931 - Telecommunications Mechanic I	29.47
23932 - Telecommunications Mechanic II	30.91
23950 - Telephone Lineman	29.99
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	31.89
23970 - Woodcraft Worker	29.26
23980 - Woodworker	23.14
24000 - Personal Needs Occupations	
24550 - Case Manager	18.65
24570 - Child Care Attendant	14.16
24580 - Child Care Center Clerk	17.66
24610 - Chore Aide	11.92

24620 - Family Readiness And Support Services Coordinator	18.65
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	30.56
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	30.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.03
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.06
27131 - Police Officer I	47.21
27132 - Police Officer II	51.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.13
28042 - Carnival Equipment Repairer	14.07
28043 - Carnival Worker	10.58
28210 - Gate Attendant/Gate Tender	19.84
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	20.06
28510 - Recreation Aide/Health Facility Attendant	16.83
28515 - Recreation Specialist	21.13
28630 - Sports Official	15.77
28690 - Swimming Pool Operator	19.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.33
29020 - Hatch Tender	29.33
29030 - Line Handler	29.33
29041 - Stevedore I	27.65
29042 - Stevedore II	31.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.83
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.22
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.29
30021 - Archeological Technician I	22.47
30022 - Archeological Technician II	25.87
30023 - Archeological Technician III	32.49
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	30.55
30051 - Cryogenic Technician I	28.12
30052 - Cryogenic Technician II	31.05
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
30095 - Evidence Control Specialist	25.39

30210 - Laboratory Technician	24.42
30221 - Latent Fingerprint Technician I	32.13
30222 - Latent Fingerprint Technician II	35.48
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
30375 - Petroleum Supply Specialist	31.05
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	31.05
30461 - Technical Writer I	27.92
30462 - Technical Writer II	34.16
30463 - Technical Writer III	41.33
30491 - Unexploded Ordnance (UXO) Technician I	27.85
30492 - Unexploded Ordnance (UXO) Technician II	33.70
30493 - Unexploded Ordnance (UXO) Technician III	40.39
30494 - Unexploded (UXO) Safety Escort	27.85
30495 - Unexploded (UXO) Sweep Personnel	27.85
30501 - Weather Forecaster I	38.48
30502 - Weather Forecaster II	46.80
30620 - Weather Observer, Combined Upper Air Or	(see 2) 32.03
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.70
31020 - Bus Aide	14.91
31030 - Bus Driver	20.71
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	
99020 - Cabin Safety Specialist	16.43
99030 - Cashier	11.89
99050 - Desk Clerk	11.81
99095 - Embalmer	29.38
99130 - Flight Follower	27.85
99251 - Laboratory Animal Caretaker I	14.38
99252 - Laboratory Animal Caretaker II	15.57
99260 - Marketing Analyst	54.20
99310 - Mortician	29.38
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	14.49
99710 - Recycling Laborer	22.46
99711 - Recycling Specialist	26.99
99730 - Refuse Collector	20.22
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	17.33
99830 - Survey Party Chief	28.75
99831 - Surveying Aide	14.47
99832 - Surveying Technician	18.24
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

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

WD 15-2049 (Rev.-1) was first posted on www.wdol.gov on 11/22/2016

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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

Daniel W. Simms	Division of	Wage Determination No.: 2015-2049
Director	Wage Determinations	Revision No.: 1
		Date Of Revision: 11/16/2016

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).

State: California

Area: California County of Monterey

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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
01035 - 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
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

01460 - Switchboard Operator/Receptionist	15.93
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
11210 - Laborer, Grounds Maintenance	14.74
11240 - Maid or Houseman	11.32
11260 - Pruner	12.82
11270 - Tractor Operator	18.13
11330 - 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	25.48
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	30.27
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) 25.23
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	16.25
14160 - Personal Computer Support Technician	23.24
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	33.83
15070	- Flight Instructor (Pilot)	37.75
15080	- Graphic Artist	26.61
15090	- Technical Instructor	22.00
15095	- Technical Instructor/Course Developer	26.91
15110	- Test Proctor	19.50
15120	- Tutor	19.50
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	11.01
16030	- Counter Attendant	11.01
16040	- Dry Cleaner	13.09
16070	- Finisher, Flatwork, Machine	11.01
16090	- Presser, Hand	11.01
16110	- Presser, Machine, Drycleaning	11.01
16130	- Presser, Machine, Shirts	11.01
16160	- Presser, Machine, Wearing Apparel, Laundry	11.01
16190	- Sewing Machine Operator	13.75
16220	- Tailor	14.45
16250	- Washer, Machine	11.70
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	23.00
19040	- Tool And Die Maker	26.42
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.70
21030	- Material Coordinator	20.04
21040	- Material Expediter	20.04
21050	- Material Handling Laborer	12.82
21071	- Order Filler	15.57
21080	- Production Line Worker (Food Processing)	15.70
21110	- Shipping Packer	14.34
21130	- Shipping/Receiving Clerk	14.34
21140	- Store Worker I	15.38
21150	- Stock Clerk	18.12
21210	- Tools And Parts Attendant	15.90
21410	- Warehouse Specialist	15.70
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	22.48
23021	- Aircraft Mechanic I	23.01
23022	- Aircraft Mechanic II	22.48
23023	- Aircraft Mechanic III	23.42
23040	- Aircraft Mechanic Helper	17.82
23050	- Aircraft, Painter	20.93
23060	- Aircraft Servicer	19.88
23080	- Aircraft Worker	20.96
23110	- Appliance Mechanic	24.49
23120	- Bicycle Repairer	14.26
23125	- Cable Splicer	23.36
23130	- Carpenter, Maintenance	25.95
23140	- Carpet Layer	21.35
23160	- Electrician, Maintenance	29.02
23181	- Electronics Technician Maintenance I	22.87
23182	- Electronics Technician Maintenance II	24.45
23183	- Electronics Technician Maintenance III	26.69
23260	- Fabric Worker	20.07
23290	- Fire Alarm System Mechanic	26.10
23310	- Fire Extinguisher Repairer	18.97
23311	- Fuel Distribution System Mechanic	25.70

23312 - Fuel Distribution System Operator	20.87
23370 - General Maintenance Worker	18.35
23380 - Ground Support Equipment Mechanic	23.01
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.96
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 Contditioning 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	13.29
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	26.79
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	15.14
23591 - Metrology Technician I	23.36
23592 - Metrology Technician II	24.43
23593 - Metrology Technician III	25.44
23640 - Millwright	23.36
23710 - Office Appliance Repairer	22.68
23760 - Painter, Maintenance	22.60
23790 - Pipefitter, Maintenance	23.94
23810 - Plumber, Maintenance	24.93
23820 - Pneudraulic Systems Mechanic	23.36
23850 - Rigger	23.36
23870 - Scale Mechanic	21.16
23890 - Sheet-Metal Worker, Maintenance	28.94
23910 - Small Engine Mechanic	20.99
23931 - Telecommunications Mechanic I	27.56
23932 - Telecommunications Mechanic II	28.83
23950 - Telephone Lineman	23.36
23960 - Welder, Combination, Maintenance	18.55
23965 - Well Driller	23.36
23970 - Woodcraft Worker	23.36
23980 - Woodworker	18.97
24000 - Personal Needs Occupations	
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	
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 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)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.63
30023 - Archeological Technician III	28.05
30030 - Cartographic Technician	28.05
30040 - Civil Engineering Technician	30.21
30061 - Drafter/CAD Operator I	20.25
30062 - Drafter/CAD Operator II	22.65
30063 - Drafter/CAD Operator III	25.24
30064 - Drafter/CAD Operator IV	31.07
30081 - Engineering Technician I	17.38
30082 - Engineering Technician II	19.47
30083 - Engineering Technician III	24.33
30084 - Engineering Technician IV	30.39
30085 - Engineering Technician V	34.33
30086 - Engineering Technician VI	39.21
30090 - Environmental Technician	28.05
30210 - Laboratory Technician	22.91
30240 - Mathematical Technician	28.05
30361 - Paralegal/Legal Assistant I	21.55
30362 - Paralegal/Legal Assistant II	26.65
30363 - Paralegal/Legal Assistant III	32.63
30364 - Paralegal/Legal Assistant IV	39.44
30390 - Photo-Optics Technician	28.05
30461 - Technical Writer I	22.51
30462 - Technical Writer II	27.53
30463 - Technical Writer III	33.32
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)	25.24
Surface Programs	
30621 - Weather Observer, Senior (see 2)	28.05
31000 - Transportation/Mobile Equipment Operation Occupations	

31020 - Bus Aide	13.87
31030 - Bus Driver	19.17
31043 - Driver Courier	12.20
31260 - Parking and Lot Attendant	10.15
31290 - Shuttle Bus Driver	12.94
31310 - Taxi Driver	12.31
31361 - Truckdriver, Light	12.94
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

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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 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.

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 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.

WD 15-2067 (Rev.-1) was first posted on www.wdol.gov on 09/20/2016

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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

Daniel W. Simms	Division of	Wage Determination No.: 2015-2067
Director	Wage Determinations	Revision No.: 1
		Date Of Revision: 09/13/2016

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State: California

Area: California Counties of San Joaquin, Stanislaus

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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
01035 - 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
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

01460	- Switchboard Operator/Receptionist	12.45
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	- Mobile Equipment Servicer	17.59
05130	- Motor Equipment Metal Mechanic	20.47
05160	- Motor Equipment Metal Worker	19.03
05190	- Motor Vehicle Mechanic	19.81
05220	- Motor Vehicle Mechanic Helper	16.48
05250	- Motor Vehicle Upholstery Worker	17.80
05280	- Motor Vehicle Wrecker	18.69
05310	- Painter, Automotive	19.29
05340	- Radiator Repair Specialist	18.69
05370	- Tire Repairer	14.13
05400	- Transmission Repair Specialist	20.47
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
11210	- Laborer, Grounds Maintenance	13.39
11240	- Maid or Houseman	10.17
11260	- Pruner	12.49
11270	- Tractor Operator	15.51
11330	- 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
12030	- EKG Technician	27.12
12035	- Electroneurodiagnostic Technologist	27.12
12040	- 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) 20.21
14072 - Computer Programmer II	(see 1) 25.48
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	15.53
14160 - Personal Computer Support Technician	21.99
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	9.19
16190	- Sewing Machine Operator	13.39
16220	- Tailor	14.44
16250	- Washer, Machine	10.22
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
23060	- Aircraft Servicer	18.46
23080	- Aircraft Worker	19.48
23110	- Appliance Mechanic	22.18
23120	- Bicycle Repairer	14.13
23125	- Cable Splicer	22.79
23130	- Carpenter, Maintenance	24.83
23140	- Carpet Layer	17.09
23160	- Electrician, Maintenance	25.03
23181	- Electronics Technician Maintenance I	25.35
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 Contditioning 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 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)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	26.27
30061 - Drafter/CAD Operator I	19.89
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 (see 2)	23.71
Surface Programs	
30621 - Weather Observer, Senior (see 2)	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	11.95
99710 - Recycling Laborer	21.82
99711 - Recycling Specialist	25.11
99730 - Refuse Collector	20.19
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	12.55
99830 - Survey Party Chief	34.32
99831 - Surveying Aide	20.72
99832 - Surveying Technician	28.39
99840 - Vending Machine Attendant	10.98
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	12.10

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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 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.

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 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.

WD 15-5623 (Rev.-1) was first posted on www.wdol.gov on 06/28/2016

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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

Daniel W. Simms	Division of	Wage Determination No.: 2015-5623
Director	Wage Determinations	Revision No.: 1
		Date Of Revision: 06/20/2016

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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).

State: California

Area: California Counties of Alameda, Contra Costa

**\*\*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		31.40
01035 - Court Reporter		31.14
01041 - Customer Service Representative I		16.24
01042 - Customer Service Representative II		18.26
01043 - Customer Service Representative III		19.93
01051 - Data Entry Operator I		16.57
01052 - Data Entry Operator II		18.08
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		15.43
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
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	31.40
01420 - Survey Worker	24.78
01460 - Switchboard Operator/Receptionist	17.21
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	14.75
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	14.08
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	16.39
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	25.83
12012 - Certified Occupational Therapist Assistant	28.52
12015 - Certified Physical Therapist Assistant	30.73
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	50.14
12030 - EKG Technician	30.35
12035 - Electroneurodiagnostic Technologist	30.35
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	21.00
12130 - Medical Laboratory Technician	25.14
12160 - Medical Record Clerk	23.10
12190 - Medical Record Technician	25.93
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	50.49
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	22.46
12280 - Phlebotomist	20.12
12305 - Radiologic Technologist	38.73
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)	36.68
12320 - Substance Abuse Treatment Counselor	19.48
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
13090 - Technical Order Library Clerk	20.93
13110 - Video Teleconference Technician	24.19
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
14170 - System Support Specialist	37.37
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
15050 - Computer Based Training Specialist / Instructor	36.97
15060 - Educational Technologist	32.97
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	31.77
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.12
15086 - Maintenance Test Pilot, Rotary Wing	44.12
15088 - Non-Maintenance Test/Co-Pilot	44.12
15090 - Technical Instructor	31.31
15095 - Technical Instructor/Course Developer	38.30
15110 - Test Proctor	25.27
15120 - Tutor	25.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.78
16030 - Counter Attendant	11.78
16040 - Dry Cleaner	15.67
16070 - Finisher, Flatwork, Machine	11.78
16090 - Presser, Hand	11.78
16110 - Presser, Machine, Drycleaning	11.78
16130 - Presser, Machine, Shirts	11.78
16160 - Presser, Machine, Wearing Apparel, Laundry	11.78
16190 - Sewing Machine Operator	16.32
16220 - Tailor	16.97
16250 - Washer, Machine	13.21
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	20.50
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)	20.50
21110 - Shipping Packer	17.51
21130 - Shipping/Receiving Clerk	17.51
21140 - Store Worker I	15.06
21150 - Stock Clerk	20.73
21210 - Tools And Parts Attendant	20.50
21410 - Warehouse Specialist	20.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.62
23019 - Aircraft Logs and Records Technician	25.45
23021 - Aircraft Mechanic I	30.09
23022 - Aircraft Mechanic II	31.62
23023 - Aircraft Mechanic III	32.97
23040 - Aircraft Mechanic Helper	22.12
23050 - Aircraft, Painter	28.53
23060 - Aircraft Servicer	25.45
23070 - Aircraft Survival Flight Equipment Technician	28.53
23080 - Aircraft Worker	27.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.09
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	17.77

23125 - Cable Splicer	33.90
23130 - Carpenter, Maintenance	28.69
23140 - Carpet Layer	27.60
23160 - Electrician, Maintenance	37.92
23181 - Electronics Technician Maintenance I	32.62
23182 - Electronics Technician Maintenance II	34.46
23183 - Electronics Technician Maintenance III	36.34
23260 - Fabric Worker	26.60
23290 - Fire Alarm System Mechanic	27.07
23310 - Fire Extinguisher Repairer	25.65
23311 - Fuel Distribution System Mechanic	32.92
23312 - Fuel Distribution System Operator	26.37
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	30.09
23381 - Ground Support Equipment Servicer	25.45
23382 - Ground Support Equipment Worker	27.01
23391 - Gunsmith I	25.65
23392 - Gunsmith II	29.11
23393 - Gunsmith III	32.43
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	33.72
23440 - Heavy Equipment Operator	34.55
23460 - Instrument Mechanic	35.24
23465 - Laboratory/Shelter Mechanic	30.71
23470 - Laborer	16.00
23510 - Locksmith	23.61
23530 - Machinery Maintenance Mechanic	30.15
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	35.24
23592 - Metrology Technician II	37.04
23593 - Metrology Technician III	38.61
23640 - Millwright	32.53
23710 - Office Appliance Repairer	23.42
23760 - Painter, Maintenance	23.50
23790 - Pipefitter, Maintenance	33.96
23810 - Plumber, Maintenance	32.20
23820 - Pneudraulic Systems Mechanic	32.43
23850 - Rigger	32.52
23870 - Scale Mechanic	29.11
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	20.20
23931 - Telecommunications Mechanic I	30.09
23932 - Telecommunications Mechanic II	31.63
23950 - Telephone Lineman	29.06
23960 - Welder, Combination, Maintenance	24.28
23965 - Well Driller	32.34
23970 - Woodcraft Worker	32.34
23980 - Woodworker	24.48
24000 - Personal Needs Occupations	
24550 - Case Manager	19.02
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	18.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.31

25040	- Sewage Plant Operator	36.07
25070	- Stationary Engineer	40.31
25190	- Ventilation Equipment Tender	29.46
25210	- Water Treatment Plant Operator	36.07
27000	- Protective Service Occupations	
27004	- Alarm Monitor	32.87
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	39.82
27101	- Guard I	14.34
27102	- Guard II	30.14
27131	- Police Officer I	42.92
27132	- Police Officer II	47.61
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.17
28042	- Carnival Equipment Repairer	16.16
28043	- Carnival 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	19.18
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	24.86
30022	- Archeological Technician II	27.80
30023	- Archeological Technician III	34.44
30030	- Cartographic Technician	34.44
30040	- Civil Engineering Technician	31.70
30051	- Cryogenic Technician I	27.73
30052	- Cryogenic Technician II	30.63
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
30095	- Evidence Control Specialist	25.04
30210	- Laboratory Technician	23.92
30221	- Latent Fingerprint Technician I	35.11
30222	- Latent Fingerprint Technician II	38.78
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
30375 - Petroleum Supply Specialist	30.63
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	30.63
30461 - Technical Writer I	27.03
30462 - Technical Writer II	33.06
30463 - Technical Writer III	40.01
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
30501 - Weather Forecaster I	27.73
30502 - Weather Forecaster II	33.73
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	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	15.85
31030 - Bus Driver	22.03
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	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	12.06
99050 - Desk Clerk	13.67
99095 - Embalmer	25.13
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	14.94
99252 - Laboratory Animal Caretaker II	16.16
99260 - Marketing Analyst	38.53
99310 - Mortician	29.47
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	17.25
99710 - Recycling Laborer	26.75
99711 - Recycling Specialist	30.45
99730 - Refuse Collector	24.06
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	14.18
99830 - Survey Party Chief	34.67
99831 - Surveying Aide	20.88
99832 - Surveying Technician	30.51
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 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.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted



classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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