

## **Wage Determinations**

Solano WD 15-5655 (Rev.-6)

Sacramento WD 15-5631 (Rev.-7)

Sutter WD 15-5659 (Rev.-6)

Butte WD 15-5605 (Rev.-6)

Shasta WD 15-5627 (Rev.-6)

Siskiyou WD 15-5677 (Rev.-8)

Alameda & Contra Costa WD 15-5623 (Rev.-7)

SOLANO COUNTY

WD 15-5655 (Rev.-6) was first posted on www.wdol.gov on 08/14/2018

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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                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5655  
Revision No.: 6  
Date Of Revision: 08/07/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 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 \$10.35 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 2018. 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 Solano

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		15.18
01042 - Customer Service Representative II		17.08
01043 - Customer Service Representative III		18.64
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		17.07
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.86
01090 - Duplicating Machine Operator		15.86
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		13.07
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		22.62
01410 - Supply Technician		30.87
01420 - Survey Worker		28.02
01460 - Switchboard Operator/Receptionist		17.21
01531 - Travel Clerk I		13.83
01532 - Travel Clerk II		15.05
01533 - Travel Clerk III		16.31
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32

01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.77
05010 - Automotive Electrician	23.26
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.22
05130 - Motor Equipment Metal Mechanic	24.26
05160 - Motor Equipment Metal Worker	22.22
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	19.14
05250 - Motor Vehicle Upholstery Worker	21.22
05280 - Motor Vehicle Wrecker	22.22
05310 - Painter, Automotive	22.98
05340 - Radiator Repair Specialist	21.94
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.41
07041 - Cook I	17.87
07042 - Cook II	20.29
07070 - Dishwasher	11.30
07130 - Food Service Worker	11.13
07210 - Meat Cutter	19.69
07260 - Waiter/Waitress	11.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.81
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	19.81
09090 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	14.10
11090 - Gardener	21.61
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.71
11240 - Maid or Houseman	12.54
11260 - Pruner	16.62
11270 - Tractor Operator	20.67
11330 - Trail Maintenance Worker	17.71
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	24.12
12012 - Certified Occupational Therapist Assistant	33.08
12015 - Certified Physical Therapist Assistant	31.20
12020 - Dental Assistant	22.25
12025 - Dental Hygienist	49.41
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	21.56
12072 - Licensed Practical Nurse II	24.12
12073 - Licensed Practical Nurse III	26.94
12100 - Medical Assistant	21.11
12130 - Medical Laboratory Technician	26.32
12160 - Medical Record Clerk	21.05
12190 - Medical Record Technician	23.55
12195 - Medical Transcriptionist	21.56
12210 - Nuclear Medicine Technologist	55.94
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	22.61
12236 - Optical Technician	21.55
12250 - Pharmacy Technician	20.70
12280 - Phlebotomist	25.04

12305 - Radiologic Technologist	39.55
12311 - Registered Nurse I	35.73
12312 - Registered Nurse II	43.70
12313 - Registered Nurse II, Specialist	43.70
12314 - Registered Nurse III	58.23
12315 - Registered Nurse III, Anesthetist	58.23
12316 - Registered Nurse IV	63.37
12317 - Scheduler (Drug and Alcohol Testing)	34.02
12320 - Substance Abuse Treatment Counselor	22.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.90
13012 - Exhibits Specialist II	31.06
13013 - Exhibits Specialist III	38.01
13041 - Illustrator I	25.08
13042 - Illustrator II	31.06
13043 - Illustrator III	38.01
13047 - Librarian	34.41
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	31.06
13058 - Library Technician	26.04
13061 - Media Specialist I	22.42
13062 - Media Specialist II	25.08
13063 - Media Specialist III	27.96
13071 - Photographer I	17.17
13072 - Photographer II	19.21
13073 - Photographer III	23.79
13074 - Photographer IV	29.10
13075 - Photographer V	35.21
13090 - Technical Order Library Clerk	19.21
13110 - Video Teleconference Technician	20.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.80
14042 - Computer Operator II	22.18
14043 - Computer Operator III	24.69
14044 - Computer Operator IV	27.43
14045 - Computer Operator V	30.39
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.80
14160 - Personal Computer Support Technician	27.43
14170 - System Support Specialist	30.17
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	34.82
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	25.32
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	50.43
15086 - Maintenance Test Pilot, Rotary Wing	50.43
15088 - Non-Maintenance Test/Co-Pilot	50.43
15090 - Technical Instructor	25.43
15095 - Technical Instructor/Course Developer	31.10
15110 - Test Proctor	20.53
15120 - Tutor	20.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.53
16030 - Counter Attendant	13.53
16040 - Dry Cleaner	17.64
16070 - Finisher, Flatwork, Machine	13.53
16090 - Presser, Hand	13.53
16110 - Presser, Machine, Drycleaning	13.53
16130 - Presser, Machine, Shirts	13.53
16160 - Presser, Machine, Wearing Apparel, Laundry	13.53

16190 - Sewing Machine Operator	19.01
16220 - Tailor	20.31
16250 - Washer, Machine	14.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.75
19040 - Tool And Die Maker	36.93
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.78
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.58
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	17.78
21110 - Shipping Packer	17.59
21130 - Shipping/Receiving Clerk	17.59
21140 - Store Worker I	15.84
21150 - Stock Clerk	21.80
21210 - Tools And Parts Attendant	17.78
21410 - Warehouse Specialist	17.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.08
23019 - Aircraft Logs and Records Technician	27.43
23021 - Aircraft Mechanic I	32.43
23022 - Aircraft Mechanic II	34.08
23023 - Aircraft Mechanic III	35.53
23040 - Aircraft Mechanic Helper	23.71
23050 - Aircraft, Painter	30.75
23060 - Aircraft Servicer	27.43
23070 - Aircraft Survival Flight Equipment Technician	30.75
23080 - Aircraft Worker	29.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.43
23110 - Appliance Mechanic	30.75
23120 - Bicycle Repairer	20.12
23125 - Cable Splicer	34.65
23130 - Carpenter, Maintenance	27.38
23140 - Carpet Layer	29.11
23160 - Electrician, Maintenance	35.12
23181 - Electronics Technician Maintenance I	31.91
23182 - Electronics Technician Maintenance II	33.71
23183 - Electronics Technician Maintenance III	35.55
23260 - Fabric Worker	27.43
23290 - Fire Alarm System Mechanic	31.12
23310 - Fire Extinguisher Repairer	25.64
23311 - Fuel Distribution System Mechanic	34.23
23312 - Fuel Distribution System Operator	27.07
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	32.43
23381 - Ground Support Equipment Servicer	27.43
23382 - Ground Support Equipment Worker	29.11
23391 - Gunsmith I	25.64
23392 - Gunsmith II	29.11
23393 - Gunsmith III	32.43
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.92
23430 - Heavy Equipment Mechanic	31.20
23440 - Heavy Equipment Operator	37.68
23460 - Instrument Mechanic	32.43
23465 - Laboratory/Shelter Mechanic	30.75
23470 - Laborer	14.76
23510 - Locksmith	21.79
23530 - Machinery Maintenance Mechanic	32.66
23550 - Machinist, Maintenance	35.69
23580 - Maintenance Trades Helper	16.53
23591 - Metrology Technician I	32.43
23592 - Metrology Technician II	34.08
23593 - Metrology Technician III	35.53

23640	- Millwright	32.43
23710	- Office Appliance Repairer	21.66
23760	- Painter, Maintenance	24.43
23790	- Pipefitter, Maintenance	33.41
23810	- Plumber, Maintenance	31.68
23820	- Pneudraulic Systems Mechanic	32.43
23850	- Rigger	32.43
23870	- Scale Mechanic	29.11
23890	- Sheet-Metal Worker, Maintenance	34.48
23910	- Small Engine Mechanic	27.83
23931	- Telecommunications Mechanic I	29.79
23932	- Telecommunications Mechanic II	31.31
23950	- Telephone Lineman	27.10
23960	- Welder, Combination, Maintenance	22.80
23965	- Well Driller	32.43
23970	- Woodcraft Worker	32.43
23980	- Woodworker	25.64
24000	- Personal Needs Occupations	
24550	- Case Manager	17.91
24570	- Child Care Attendant	13.74
24580	- Child Care Center Clerk	17.13
24610	- Chore Aide	11.94
24620	- Family Readiness And Support Services Coordinator	17.91
24630	- Homemaker	19.03
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	38.18
25040	- Sewage Plant Operator	37.17
25070	- Stationary Engineer	38.18
25190	- Ventilation Equipment Tender	27.90
25210	- Water Treatment Plant Operator	37.17
27000	- Protective Service Occupations	
27004	- Alarm Monitor	25.03
27007	- Baggage Inspector	14.34
27008	- Corrections Officer	42.23
27010	- Court Security Officer	42.61
27030	- Detection Dog Handler	17.15
27040	- Detention Officer	42.23
27070	- Firefighter	39.82
27101	- Guard I	14.34
27102	- Guard II	17.15
27131	- Police Officer I	49.94
27132	- Police Officer II	55.51
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.86
28042	- Carnival Equipment Repairer	15.00
28043	- Carnival Worker	10.58
28210	- Gate Attendant/Gate Tender	18.04
28310	- Lifeguard	13.29
28350	- Park Attendant (Aide)	20.19
28510	- Recreation Aide/Health Facility Attendant	14.14
28515	- Recreation Specialist	20.67
28630	- Sports Official	16.07
28690	- Swimming Pool Operator	17.59
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	30.86
29020	- Hatch Tender	30.86
29030	- Line Handler	30.86
29041	- Stevedore I	29.07
29042	- Stevedore II	32.59
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	46.05
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	31.75
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.98
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	31.80
30051	- Cryogenic Technician I	28.27
30052	- Cryogenic Technician II	31.23

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	30.52
30095 - Evidence Control Specialist	25.53
30210 - Laboratory Technician	21.15
30221 - Latent Fingerprint Technician I	28.27
30222 - Latent Fingerprint Technician II	31.23
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	24.61
30362 - Paralegal/Legal Assistant II	30.73
30363 - Paralegal/Legal Assistant III	37.61
30364 - Paralegal/Legal Assistant IV	45.49
30375 - Petroleum Supply Specialist	31.23
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	31.23
30461 - Technical Writer I	28.23
30462 - Technical Writer II	34.52
30463 - Technical Writer III	41.77
30491 - Unexploded Ordnance (UXO) Technician I	29.27
30492 - Unexploded Ordnance (UXO) Technician II	35.41
30493 - Unexploded Ordnance (UXO) Technician III	42.44
30494 - Unexploded (UXO) Safety Escort	29.27
30495 - Unexploded (UXO) Sweep Personnel	29.27
30501 - Weather Forecaster I	38.15
30502 - Weather Forecaster II	46.39
30620 - Weather Observer, Combined Upper Air Or	(see 2) 30.99
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.41
31020 - Bus Aide	14.78
31030 - Bus Driver	20.55
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	11.67
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	14.22
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.84
31364 - Truckdriver, Tractor-Trailer	21.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.32
99050 - Desk Clerk	12.16
99095 - Embalmer	29.41
99130 - Flight Follower	29.27
99251 - Laboratory Animal Caretaker I	14.65
99252 - Laboratory Animal Caretaker II	15.85
99260 - Marketing Analyst	29.75
99310 - Mortician	29.41
99410 - Pest Controller	21.16
99510 - Photofinishing Worker	15.38
99710 - Recycling Laborer	24.40
99711 - Recycling Specialist	26.91
99730 - Refuse Collector	21.75
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	17.31
99830 - Survey Party Chief	39.30
99831 - Surveying Aide	18.71
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	18.95
99841 - Vending Machine Repairer	22.10
99842 - Vending Machine Repairer Helper	18.95

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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.

\*\* 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)).

**SACRAMENTO COUNTY**

WD 15-5631 (Rev.-7) was first posted on www.wdol.gov on 08/07/2018

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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                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5631  
Revision No.: 7  
Date Of Revision: 07/27/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 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 \$10.35 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 2018. 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 El Dorado, Placer, Sacramento, Yolo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.56
01012 - Accounting Clerk II		18.59
01013 - Accounting Clerk III		20.80
01020 - Administrative Assistant		28.04
01035 - Court Reporter		27.91
01041 - Customer Service Representative I		14.68
01042 - Customer Service Representative II		16.51
01043 - Customer Service Representative III		18.02
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		19.94
01070 - Document Preparation Clerk		17.81
01090 - Duplicating Machine Operator		17.81
01111 - General Clerk I		14.14
01112 - General Clerk II		15.43
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		14.58
01191 - Order Clerk I		16.31
01192 - Order Clerk II		17.79
01261 - Personnel Assistant (Employment) I		17.77
01262 - Personnel Assistant (Employment) II		19.89
01263 - Personnel Assistant (Employment) III		22.17
01270 - Production Control Clerk		23.46
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		17.82
01410 - Supply Technician		28.04
01420 - Survey Worker		20.76
01460 - Switchboard Operator/Receptionist		14.72
01531 - Travel Clerk I		15.26
01532 - Travel Clerk II		16.43
01533 - Travel Clerk III		17.66
01611 - Word Processor I		15.18
01612 - Word Processor II		17.03

01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	22.01
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter, Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	15.91
07042 - Cook II	18.30
07070 - Dishwasher	10.93
07130 - Food Service Worker	11.40
07210 - Meat Cutter	19.08
07260 - Waiter/Waitress	12.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	14.69
11090 - Gardener	18.87
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	14.58
11240 - Maid or Houseman	11.87
11260 - Pruner	13.31
11270 - Tractor Operator	17.46
11330 - Trail Maintenance Worker	14.58
11360 - Window Cleaner	15.56
12000 - Health Occupations	
12010 - Ambulance Driver	21.89
12011 - Breath Alcohol Technician	21.89
12012 - Certified Occupational Therapist Assistant	34.20
12015 - Certified Physical Therapist Assistant	31.48
12020 - Dental Assistant	19.23
12025 - Dental Hygienist	47.17
12030 - EKG Technician	32.21
12035 - Electroneurodiagnostic Technologist	32.21
12040 - Emergency Medical Technician	21.89
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	17.18
12130 - Medical Laboratory Technician	24.78
12160 - Medical Record Clerk	21.25
12190 - Medical Record Technician	23.78
12195 - Medical Transcriptionist	23.07
12210 - Nuclear Medicine Technologist	57.10
12221 - Nursing Assistant I	13.18
12222 - Nursing Assistant II	14.82
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.16
12235 - Optical Dispenser	18.63
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	19.84
12280 - Phlebotomist	21.12

12305	- Radiologic Technologist	39.84
12311	- Registered Nurse I	40.86
12312	- Registered Nurse II	49.98
12313	- Registered Nurse II, Specialist	49.98
12314	- Registered Nurse III	60.45
12315	- Registered Nurse III, Anesthetist	60.45
12316	- Registered Nurse IV	68.50
12317	- Scheduler (Drug and Alcohol Testing)	30.22
12320	- Substance Abuse Treatment Counselor	17.32
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.61
13012	- Exhibits Specialist II	29.25
13013	- Exhibits Specialist III	36.92
13041	- Illustrator I	24.98
13042	- Illustrator II	30.95
13043	- Illustrator III	37.86
13047	- Librarian	35.16
13050	- Library Aide/Clerk	16.05
13054	- Library Information Technology Systems Administrator	31.74
13058	- Library Technician	19.52
13061	- Media Specialist I	22.91
13062	- Media Specialist II	25.63
13063	- Media Specialist III	28.56
13071	- Photographer I	17.88
13072	- Photographer II	21.38
13073	- Photographer III	26.50
13074	- Photographer IV	33.56
13075	- Photographer V	39.20
13090	- Technical Order Library Clerk	16.06
13110	- Video Teleconference Technician	20.53
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.50
14042	- Computer Operator II	19.58
14043	- Computer Operator III	21.82
14044	- Computer Operator IV	24.25
14045	- Computer Operator V	26.86
14071	- Computer Programmer I	(see 1) 23.09
14072	- Computer Programmer II	(see 1) 27.58
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	17.50
14160	- Personal Computer Support Technician	24.25
14170	- System Support Specialist	37.81
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	35.36
15020	- Aircrew Training Devices Instructor (Rated)	42.77
15030	- Air Crew Training Devices Instructor (Pilot)	51.27
15050	- Computer Based Training Specialist / Instructor	35.36
15060	- Educational Technologist	40.63
15070	- Flight Instructor (Pilot)	51.27
15080	- Graphic Artist	24.56
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.62
15086	- Maintenance Test Pilot, Rotary Wing	40.62
15088	- Non-Maintenance Test/Co-Pilot	40.62
15090	- Technical Instructor	28.75
15095	- Technical Instructor/Course Developer	35.24
15110	- Test Proctor	23.74
15120	- Tutor	23.74
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	12.27
16030	- Counter Attendant	12.27
16040	- Dry Cleaner	14.17
16070	- Finisher, Flatwork, Machine	12.27
16090	- Presser, Hand	12.27
16110	- Presser, Machine, Drycleaning	12.27
16130	- Presser, Machine, Shirts	12.27
16160	- Presser, Machine, Wearing Apparel, Laundry	12.27

16190 - Sewing Machine Operator	15.39
16220 - Tailor	16.57
16250 - Washer, Machine	12.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.24
19040 - Tool And Die Maker	26.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	23.46
21040 - Material Expediter	23.46
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	16.71
21130 - Shipping/Receiving Clerk	16.71
21140 - Store Worker I	13.63
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.20
23019 - Aircraft Logs and Records Technician	27.50
23021 - Aircraft Mechanic I	33.29
23022 - Aircraft Mechanic II	35.20
23023 - Aircraft Mechanic III	37.14
23040 - Aircraft Mechanic Helper	23.67
23050 - Aircraft, Painter	31.36
23060 - Aircraft Servicer	27.50
23070 - Aircraft Survival Flight Equipment Technician	31.36
23080 - Aircraft Worker	29.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.29
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	16.48
23125 - Cable Splicer	34.38
23130 - Carpenter, Maintenance	25.42
23140 - Carpet Layer	23.93
23160 - Electrician, Maintenance	31.50
23181 - Electronics Technician Maintenance I	29.96
23182 - Electronics Technician Maintenance II	31.93
23183 - Electronics Technician Maintenance III	33.89
23260 - Fabric Worker	24.82
23290 - Fire Alarm System Mechanic	24.52
23310 - Fire Extinguisher Repairer	23.09
23311 - Fuel Distribution System Mechanic	29.47
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	33.29
23381 - Ground Support Equipment Servicer	27.50
23382 - Ground Support Equipment Worker	29.43
23391 - Gunsmith I	23.09
23392 - Gunsmith II	26.54
23393 - Gunsmith III	30.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.73
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.09
23430 - Heavy Equipment Mechanic	26.94
23440 - Heavy Equipment Operator	32.83
23460 - Instrument Mechanic	31.66
23465 - Laboratory/Shelter Mechanic	28.30
23470 - Laborer	15.13
23510 - Locksmith	24.92
23530 - Machinery Maintenance Mechanic	29.67
23550 - Machinist, Maintenance	22.74
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	31.66
23592 - Metrology Technician II	33.47
23593 - Metrology Technician III	35.32

23640	- Millwright	37.14
23710	- Office Appliance Repairer	21.35
23760	- Painter, Maintenance	21.23
23790	- Pipefitter, Maintenance	27.36
23810	- Plumber, Maintenance	25.77
23820	- Pneudraulic Systems Mechanic	28.09
23850	- Rigger	30.03
23870	- Scale Mechanic	26.54
23890	- Sheet-Metal Worker, Maintenance	31.56
23910	- Small Engine Mechanic	21.69
23931	- Telecommunications Mechanic I	29.94
23932	- Telecommunications Mechanic II	31.65
23950	- Telephone Lineman	27.92
23960	- Welder, Combination, Maintenance	22.92
23965	- Well Driller	30.03
23970	- Woodcraft Worker	30.03
23980	- Woodworker	21.58
24000	- Personal Needs Occupations	
24550	- Case Manager	18.15
24570	- Child Care Attendant	12.80
24580	- Child Care Center Clerk	15.96
24610	- Chore Aide	11.36
24620	- Family Readiness And Support Services Coordinator	18.15
24630	- Homemaker	18.15
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	34.84
25040	- Sewage Plant Operator	33.61
25070	- Stationary Engineer	34.84
25190	- Ventilation Equipment Tender	24.78
25210	- Water Treatment Plant Operator	33.61
27000	- Protective Service Occupations	
27004	- Alarm Monitor	29.83
27007	- Baggage Inspector	17.26
27008	- Corrections Officer	34.43
27010	- Court Security Officer	34.08
27030	- Detection Dog Handler	21.22
27040	- Detention Officer	34.43
27070	- Firefighter	31.02
27101	- Guard I	17.26
27102	- Guard II	21.22
27131	- Police Officer I	41.52
27132	- Police Officer II	46.15
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.89
28042	- Carnival Equipment Repairer	16.09
28043	- Carnival Worker	11.30
28210	- Gate Attendant/Gate Tender	14.10
28310	- Lifeguard	12.04
28350	- Park Attendant (Aide)	15.77
28510	- Recreation Aide/Health Facility Attendant	11.51
28515	- Recreation Specialist	19.53
28630	- Sports Official	12.56
28690	- Swimming Pool Operator	18.59
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	34.23
29020	- Hatch Tender	34.23
29030	- Line Handler	34.23
29041	- Stevedore I	31.99
29042	- Stevedore II	36.49
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	41.29
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	28.47
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.35
30021	- Archeological Technician I	20.33
30022	- Archeological Technician II	22.74
30023	- Archeological Technician III	28.16
30030	- Cartographic Technician	28.16
30040	- Civil Engineering Technician	32.82
30051	- Cryogenic Technician I	30.82
30052	- Cryogenic Technician II	34.04

30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30095 - Evidence Control Specialist	27.82
30210 - Laboratory Technician	21.46
30221 - Latent Fingerprint Technician I	39.22
30222 - Latent Fingerprint Technician II	43.32
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	20.81
30362 - Paralegal/Legal Assistant II	25.99
30363 - Paralegal/Legal Assistant III	31.79
30364 - Paralegal/Legal Assistant IV	38.47
30375 - Petroleum Supply Specialist	34.04
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	34.04
30461 - Technical Writer I	24.85
30462 - Technical Writer II	30.41
30463 - Technical Writer III	36.79
30491 - Unexploded Ordnance (UXO) Technician I	26.24
30492 - Unexploded Ordnance (UXO) Technician II	31.75
30493 - Unexploded Ordnance (UXO) Technician III	38.05
30494 - Unexploded (UXO) Safety Escort	26.24
30495 - Unexploded (UXO) Sweep Personnel	26.24
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.34
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.75
31020 - Bus Aide	15.25
31030 - Bus Driver	23.54
31043 - Driver Courier	15.42
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	16.67
31310 - Taxi Driver	12.73
31361 - Truckdriver, Light	16.67
31362 - Truckdriver, Medium	18.52
31363 - Truckdriver, Heavy	20.97
31364 - Truckdriver, Tractor-Trailer	20.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	11.97
99050 - Desk Clerk	11.64
99095 - Embalmer	26.24
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.95
99252 - Laboratory Animal Caretaker II	15.07
99260 - Marketing Analyst	27.20
99310 - Mortician	26.24
99410 - Pest Controller	18.28
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	24.31
99711 - Recycling Specialist	29.11
99730 - Refuse Collector	21.99
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	14.08
99830 - Survey Party Chief	42.20
99831 - Surveying Aide	22.91
99832 - Surveying Technician	31.45
99840 - Vending Machine Attendant	15.00
99841 - Vending Machine Repairer	18.49
99842 - Vending Machine Repairer Helper	15.00

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

**SUTTER COUNTY**

WD 15-5659 (Rev.-6) was first posted on www.wdol.gov on 08/14/2018

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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                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5659  
Revision No.: 6  
Date Of Revision: 08/08/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 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 \$10.35 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 2018. 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 Sutter, Yuba

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		13.96
01042 - Customer Service Representative II		15.71
01043 - Customer Service Representative III		17.14
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		20.90
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.30
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		12.25
01191 - Order Clerk I		16.60
01192 - Order Clerk II		18.11
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		21.81
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		18.68
01410 - Supply Technician		25.83
01420 - Survey Worker		19.42
01460 - Switchboard Operator/Receptionist		14.72
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		14.68
01612 - Word Processor II		16.48

01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	20.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter, Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	15.56
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.90
07041 - Cook I	15.31
07042 - Cook II	17.61
07070 - Dishwasher	10.59
07130 - Food Service Worker	11.42
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	11.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.26
09040 - Furniture Handler	14.97
09080 - Furniture Refinisher	22.26
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer, Minor	19.93
09130 - Upholsterer	22.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	15.92
11090 - Gardener	18.09
11122 - Housekeeping Aide	15.92
11150 - Janitor	15.92
11210 - Laborer, Grounds Maintenance	13.98
11240 - Maid or Houseman	12.32
11260 - Pruner	13.31
11270 - Tractor Operator	16.74
11330 - Trail Maintenance Worker	13.98
11360 - Window Cleaner	17.60
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	22.06
12012 - Certified Occupational Therapist Assistant	32.67
12015 - Certified Physical Therapist Assistant	32.98
12020 - Dental Assistant	19.21
12025 - Dental Hygienist	45.12
12030 - EKG Technician	34.19
12035 - Electroneurodiagnostic Technologist	34.19
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	22.37
12072 - Licensed Practical Nurse II	25.03
12073 - Licensed Practical Nurse III	27.91
12100 - Medical Assistant	17.17
12130 - Medical Laboratory Technician	20.76
12160 - Medical Record Clerk	18.81
12190 - Medical Record Technician	21.03
12195 - Medical Transcriptionist	21.30
12210 - Nuclear Medicine Technologist	52.33
12221 - Nursing Assistant I	12.91
12222 - Nursing Assistant II	14.53
12223 - Nursing Assistant III	15.85
12224 - Nursing Assistant IV	17.79
12235 - Optical Dispenser	21.85
12236 - Optical Technician	20.97
12250 - Pharmacy Technician	19.45
12280 - Phlebotomist	17.79

12305	- Radiologic Technologist	36.32
12311	- Registered Nurse I	40.86
12312	- Registered Nurse II	49.98
12313	- Registered Nurse II, Specialist	49.98
12314	- Registered Nurse III	60.45
12315	- Registered Nurse III, Anesthetist	60.45
12316	- Registered Nurse IV	68.50
12317	- Scheduler (Drug and Alcohol Testing)	27.85
12320	- Substance Abuse Treatment Counselor	18.82
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.61
13012	- Exhibits Specialist II	29.25
13013	- Exhibits Specialist III	36.92
13041	- Illustrator I	22.71
13042	- Illustrator II	28.14
13043	- Illustrator III	34.42
13047	- Librarian	31.43
13050	- Library Aide/Clerk	16.05
13054	- Library Information Technology Systems Administrator	25.79
13058	- Library Technician	20.87
13061	- Media Specialist I	20.48
13062	- Media Specialist II	22.91
13063	- Media Specialist III	25.53
13071	- Photographer I	17.88
13072	- Photographer II	21.38
13073	- Photographer III	26.50
13074	- Photographer IV	33.56
13075	- Photographer V	39.20
13090	- Technical Order Library Clerk	17.04
13110	- Video Teleconference Technician	20.53
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.61
14042	- Computer Operator II	18.58
14043	- Computer Operator III	20.71
14044	- Computer Operator IV	23.02
14045	- Computer Operator V	25.49
14071	- Computer Programmer I	(see 1) 23.09
14072	- Computer Programmer II	(see 1) 27.18
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	16.61
14160	- Personal Computer Support Technician	23.02
14170	- System Support Specialist	25.49
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	35.36
15020	- Aircrew Training Devices Instructor (Rated)	42.77
15030	- Air Crew Training Devices Instructor (Pilot)	51.27
15050	- Computer Based Training Specialist / Instructor	35.36
15060	- Educational Technologist	37.43
15070	- Flight Instructor (Pilot)	51.27
15080	- Graphic Artist	32.04
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	43.62
15086	- Maintenance Test Pilot, Rotary Wing	43.62
15088	- Non-Maintenance Test/Co-Pilot	43.62
15090	- Technical Instructor	26.14
15095	- Technical Instructor/Course Developer	32.04
15110	- Test Proctor	21.58
15120	- Tutor	21.58
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	12.27
16030	- Counter Attendant	12.27
16040	- Dry Cleaner	14.17
16070	- Finisher, Flatwork, Machine	12.27
16090	- Presser, Hand	12.27
16110	- Presser, Machine, Drycleaning	12.27
16130	- Presser, Machine, Shirts	12.27
16160	- Presser, Machine, Wearing Apparel, Laundry	12.27

16190 - Sewing Machine Operator	15.39
16220 - Tailor	16.57
16250 - Washer, Machine	12.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.25
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	21.81
21040 - Material Expediter	21.81
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	15.77
21130 - Shipping/Receiving Clerk	15.77
21140 - Store Worker I	13.63
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.18
23019 - Aircraft Logs and Records Technician	24.36
23021 - Aircraft Mechanic I	29.49
23022 - Aircraft Mechanic II	31.18
23023 - Aircraft Mechanic III	32.90
23040 - Aircraft Mechanic Helper	20.97
23050 - Aircraft, Painter	27.78
23060 - Aircraft Servicer	24.36
23070 - Aircraft Survival Flight Equipment Technician	27.78
23080 - Aircraft Worker	26.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.49
23110 - Appliance Mechanic	24.25
23120 - Bicycle Repairer	19.78
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	26.35
23140 - Carpet Layer	22.77
23160 - Electrician, Maintenance	27.25
23181 - Electronics Technician Maintenance I	26.14
23182 - Electronics Technician Maintenance II	27.86
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	21.27
23290 - Fire Alarm System Mechanic	25.74
23310 - Fire Extinguisher Repairer	19.80
23311 - Fuel Distribution System Mechanic	25.74
23312 - Fuel Distribution System Operator	19.78
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	29.49
23381 - Ground Support Equipment Servicer	24.36
23382 - Ground Support Equipment Worker	26.07
23391 - Gunsmith I	19.80
23392 - Gunsmith II	22.77
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.57
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.93
23430 - Heavy Equipment Mechanic	26.99
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	24.26
23470 - Laborer	15.13
23510 - Locksmith	24.25
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11

23640	- Millwright	27.90
23710	- Office Appliance Repairer	23.72
23760	- Painter, Maintenance	21.23
23790	- Pipefitter, Maintenance	30.89
23810	- Plumber, Maintenance	29.10
23820	- Pneudraulic Systems Mechanic	25.74
23850	- Rigger	25.75
23870	- Scale Mechanic	22.77
23890	- Sheet-Metal Worker, Maintenance	31.56
23910	- Small Engine Mechanic	22.76
23931	- Telecommunications Mechanic I	33.04
23932	- Telecommunications Mechanic II	34.93
23950	- Telephone Lineman	30.71
23960	- Welder, Combination, Maintenance	22.92
23965	- Well Driller	25.75
23970	- Woodcraft Worker	25.75
23980	- Woodworker	19.78
24000	- Personal Needs Occupations	
24550	- Case Manager	22.19
24570	- Child Care Attendant	12.80
24580	- Child Care Center Clerk	15.96
24610	- Chore Aide	11.27
24620	- Family Readiness And Support Services Coordinator	22.19
24630	- Homemaker	22.19
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.35
25040	- Sewage Plant Operator	28.35
25070	- Stationary Engineer	27.35
25190	- Ventilation Equipment Tender	19.44
25210	- Water Treatment Plant Operator	28.35
27000	- Protective Service Occupations	
27004	- Alarm Monitor	23.80
27007	- Baggage Inspector	17.26
27008	- Corrections Officer	27.37
27010	- Court Security Officer	27.60
27030	- Detection Dog Handler	21.22
27040	- Detention Officer	27.37
27070	- Firefighter	24.10
27101	- Guard I	17.26
27102	- Guard II	21.22
27131	- Police Officer I	35.62
27132	- Police Officer II	39.60
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.69
28042	- Carnival Equipment Repairer	15.88
28043	- Carnival Worker	11.10
28210	- Gate Attendant/Gate Tender	17.17
28310	- Lifeguard	15.30
28350	- Park Attendant (Aide)	19.22
28510	- Recreation Aide/Health Facility Attendant	14.01
28515	- Recreation Specialist	23.79
28630	- Sports Official	15.30
28690	- Swimming Pool Operator	18.27
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	28.29
29020	- Hatch Tender	28.29
29030	- Line Handler	28.29
29041	- Stevedore I	26.44
29042	- Stevedore II	30.15
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
30021	- Archeological Technician I	20.33
30022	- Archeological Technician II	22.74
30023	- Archeological Technician III	28.16
30030	- Cartographic Technician	28.16
30040	- Civil Engineering Technician	32.42
30051	- Cryogenic Technician I	21.24
30052	- Cryogenic Technician II	23.46

30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	19.51
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	19.29
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	24.40
30462 - Technical Writer II	29.85
30463 - Technical Writer III	36.10
30491 - Unexploded Ordnance (UXO) Technician I	24.34
30492 - Unexploded Ordnance (UXO) Technician II	29.44
30493 - Unexploded Ordnance (UXO) Technician III	35.29
30494 - Unexploded (UXO) Safety Escort	24.34
30495 - Unexploded (UXO) Sweep Personnel	24.34
30501 - Weather Forecaster I	31.19
30502 - Weather Forecaster II	37.94
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.34
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	14.14
31030 - Bus Driver	19.67
31043 - Driver Courier	14.54
31260 - Parking and Lot Attendant	12.79
31290 - Shuttle Bus Driver	15.71
31310 - Taxi Driver	15.40
31361 - Truckdriver, Light	15.71
31362 - Truckdriver, Medium	18.52
31363 - Truckdriver, Heavy	21.05
31364 - Truckdriver, Tractor-Trailer	21.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	11.97
99050 - Desk Clerk	11.45
99095 - Embalmer	25.00
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	12.49
99252 - Laboratory Animal Caretaker II	13.49
99260 - Marketing Analyst	28.43
99310 - Mortician	25.00
99410 - Pest Controller	20.51
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	13.52
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	18.52
99841 - Vending Machine Repairer	22.11
99842 - Vending Machine Repairer Helper	18.52

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

**BUTTE COUNTY**

WD 15-5605 (Rev.-6) was first posted on www.wdol.gov on 08/07/2018

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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                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5605  
Revision No.: 6  
Date Of Revision: 07/27/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 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 \$10.35 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 2018. 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 Butte

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		13.84
01042 - Customer Service Representative II		15.58
01043 - Customer Service Representative III		16.99
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		19.03
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		13.58
01191 - Order Clerk I		15.08
01192 - Order Clerk II		16.46
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		22.04
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		17.35
01410 - Supply Technician		25.83
01420 - Survey Worker		18.84
01460 - Switchboard Operator/Receptionist		14.72
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		15.31
01612 - Word Processor II		17.19

01613 - Word Processor III	19.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.26
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter, Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	14.36
07042 - Cook II	16.58
07070 - Dishwasher	10.34
07130 - Food Service Worker	11.43
07210 - Meat Cutter	20.14
07260 - Waiter/Waitress	11.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.57
09040 - Furniture Handler	13.02
09080 - Furniture Refinisher	20.57
09090 - Furniture Refinisher Helper	15.54
09110 - Furniture Repairer, Minor	18.08
09130 - Upholsterer	20.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	14.69
11090 - Gardener	17.97
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	13.93
11240 - Maid or Houseman	11.44
11260 - Pruner	13.31
11270 - Tractor Operator	16.63
11330 - Trail Maintenance Worker	13.93
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	22.77
12012 - Certified Occupational Therapist Assistant	32.45
12015 - Certified Physical Therapist Assistant	29.98
12020 - Dental Assistant	20.62
12025 - Dental Hygienist	46.46
12030 - EKG Technician	28.25
12035 - Electroneurodiagnostic Technologist	28.25
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	15.17
12130 - Medical Laboratory Technician	22.20
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	21.96
12210 - Nuclear Medicine Technologist	51.97
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	18.88
12236 - Optical Technician	20.97
12250 - Pharmacy Technician	20.67
12280 - Phlebotomist	19.50

12305	- Radiologic Technologist	37.51
12311	- Registered Nurse I	40.86
12312	- Registered Nurse II	49.98
12313	- Registered Nurse II, Specialist	49.98
12314	- Registered Nurse III	60.45
12315	- Registered Nurse III, Anesthetist	60.45
12316	- Registered Nurse IV	68.50
12317	- Scheduler (Drug and Alcohol Testing)	29.30
12320	- Substance Abuse Treatment Counselor	25.64
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.61
13012	- Exhibits Specialist II	29.25
13013	- Exhibits Specialist III	36.92
13041	- Illustrator I	22.71
13042	- Illustrator II	28.14
13043	- Illustrator III	34.42
13047	- Librarian	31.43
13050	- Library Aide/Clerk	17.20
13054	- Library Information Technology Systems Administrator	25.79
13058	- Library Technician	19.47
13061	- Media Specialist I	20.48
13062	- Media Specialist II	22.91
13063	- Media Specialist III	25.53
13071	- Photographer I	19.39
13072	- Photographer II	21.69
13073	- Photographer III	26.87
13074	- Photographer IV	33.56
13075	- Photographer V	39.77
13090	- Technical Order Library Clerk	21.60
13110	- Video Teleconference Technician	20.53
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.61
14042	- Computer Operator II	18.58
14043	- Computer Operator III	20.71
14044	- Computer Operator IV	23.02
14045	- Computer Operator V	25.49
14071	- Computer Programmer I	(see 1) 23.09
14072	- Computer Programmer II	(see 1) 27.51
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	16.61
14160	- Personal Computer Support Technician	23.02
14170	- System Support Specialist	25.70
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	35.36
15020	- Aircrew Training Devices Instructor (Rated)	42.77
15030	- Air Crew Training Devices Instructor (Pilot)	51.27
15050	- Computer Based Training Specialist / Instructor	35.36
15060	- Educational Technologist	37.05
15070	- Flight Instructor (Pilot)	51.27
15080	- Graphic Artist	24.56
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	38.94
15086	- Maintenance Test Pilot, Rotary Wing	38.94
15088	- Non-Maintenance Test/Co-Pilot	38.94
15090	- Technical Instructor	23.76
15095	- Technical Instructor/Course Developer	29.13
15110	- Test Proctor	19.62
15120	- Tutor	19.62
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	12.27
16030	- Counter Attendant	12.27
16040	- Dry Cleaner	14.17
16070	- Finisher, Flatwork, Machine	12.27
16090	- Presser, Hand	12.27
16110	- Presser, Machine, Drycleaning	12.27
16130	- Presser, Machine, Shirts	12.27
16160	- Presser, Machine, Wearing Apparel, Laundry	12.27

16190 - Sewing Machine Operator	15.39
16220 - Tailor	16.57
16250 - Washer, Machine	12.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.69
19040 - Tool And Die Maker	26.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.82
21030 - Material Coordinator	22.04
21040 - Material Expediter	22.04
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.82
21110 - Shipping Packer	15.46
21130 - Shipping/Receiving Clerk	15.46
21140 - Store Worker I	13.02
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	19.82
21410 - Warehouse Specialist	19.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23019 - Aircraft Logs and Records Technician	22.45
23021 - Aircraft Mechanic I	27.16
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.30
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft, Painter	26.71
23060 - Aircraft Servicer	22.45
23070 - Aircraft Survival Flight Equipment Technician	26.71
23080 - Aircraft Worker	24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.16
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	24.82
23140 - Carpet Layer	21.75
23160 - Electrician, Maintenance	31.31
23181 - Electronics Technician Maintenance I	27.12
23182 - Electronics Technician Maintenance II	28.93
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	20.51
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	24.98
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.94
23393 - Gunsmith III	24.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.54
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.90
23430 - Heavy Equipment Mechanic	24.94
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	15.13
23510 - Locksmith	20.69
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.20
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11

23640	- Millwright	27.90
23710	- Office Appliance Repairer	20.46
23760	- Painter, Maintenance	21.23
23790	- Pipefitter, Maintenance	24.67
23810	- Plumber, Maintenance	23.43
23820	- Pneudraulic Systems Mechanic	22.92
23850	- Rigger	24.82
23870	- Scale Mechanic	21.94
23890	- Sheet-Metal Worker, Maintenance	26.08
23910	- Small Engine Mechanic	20.27
23931	- Telecommunications Mechanic I	29.67
23932	- Telecommunications Mechanic II	31.38
23950	- Telephone Lineman	25.38
23960	- Welder, Combination, Maintenance	22.92
23965	- Well Driller	24.82
23970	- Woodcraft Worker	24.82
23980	- Woodworker	17.62
24000	- Personal Needs Occupations	
24550	- Case Manager	16.98
24570	- Child Care Attendant	12.80
24580	- Child Care Center Clerk	15.96
24610	- Chore Aide	11.17
24620	- Family Readiness And Support Services Coordinator	16.98
24630	- Homemaker	17.70
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.35
25040	- Sewage Plant Operator	31.67
25070	- Stationary Engineer	27.35
25190	- Ventilation Equipment Tender	19.44
25210	- Water Treatment Plant Operator	31.67
27000	- Protective Service Occupations	
27004	- Alarm Monitor	27.11
27007	- Baggage Inspector	17.26
27008	- Corrections Officer	27.37
27010	- Court Security Officer	27.60
27030	- Detection Dog Handler	21.22
27040	- Detention Officer	27.37
27070	- Firefighter	24.93
27101	- Guard I	17.26
27102	- Guard II	21.22
27131	- Police Officer I	35.49
27132	- Police Officer II	39.43
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.34
28042	- Carnival Equipment Repairer	15.50
28043	- Carnival Worker	10.83
28210	- Gate Attendant/Gate Tender	14.02
28310	- Lifeguard	11.79
28350	- Park Attendant (Aide)	15.68
28510	- Recreation Aide/Health Facility Attendant	11.45
28515	- Recreation Specialist	19.43
28630	- Sports Official	12.49
28690	- Swimming Pool Operator	17.90
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	28.29
29020	- Hatch Tender	28.29
29030	- Line Handler	28.29
29041	- Stevedore I	26.44
29042	- Stevedore II	30.15
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
30021	- Archeological Technician I	20.33
30022	- Archeological Technician II	22.74
30023	- Archeological Technician III	28.16
30030	- Cartographic Technician	28.16
30040	- Civil Engineering Technician	27.98
30051	- Cryogenic Technician I	27.73
30052	- Cryogenic Technician II	30.63

30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	25.04
30095 - Evidence Control Specialist	25.04
30210 - Laboratory Technician	21.46
30221 - Latent Fingerprint Technician I	27.73
30222 - Latent Fingerprint Technician II	30.63
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	30.63
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	30.63
30461 - Technical Writer I	25.04
30462 - Technical Writer II	30.63
30463 - Technical Writer III	37.06
30491 - Unexploded Ordnance (UXO) Technician I	24.34
30492 - Unexploded Ordnance (UXO) Technician II	29.44
30493 - Unexploded Ordnance (UXO) Technician III	35.29
30494 - Unexploded (UXO) Safety Escort	24.34
30495 - Unexploded (UXO) Sweep Personnel	24.34
30501 - Weather Forecaster I	31.19
30502 - Weather Forecaster II	37.94
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.34
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	12.76
31030 - Bus Driver	19.20
31043 - Driver Courier	15.13
31260 - Parking and Lot Attendant	11.50
31290 - Shuttle Bus Driver	16.35
31310 - Taxi Driver	12.73
31361 - Truckdriver, Light	16.35
31362 - Truckdriver, Medium	18.52
31363 - Truckdriver, Heavy	20.60
31364 - Truckdriver, Tractor-Trailer	20.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	11.97
99050 - Desk Clerk	11.35
99095 - Embalmer	25.00
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	12.51
99252 - Laboratory Animal Caretaker II	13.51
99260 - Marketing Analyst	26.63
99310 - Mortician	25.00
99410 - Pest Controller	17.41
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	14.76
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	18.52
99841 - Vending Machine Repairer	22.11
99842 - Vending Machine Repairer Helper	18.52

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

**SHASTA COUNTY**

WD 15-5627 (Rev.-6) was first posted on www.wdol.gov on 08/07/2018

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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                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5627  
Revision No.: 6  
Date Of Revision: 07/27/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 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 \$10.35 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 2018. 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 Shasta

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		12.12
01042 - Customer Service Representative II		13.64
01043 - Customer Service Representative III		14.88
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.30
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		13.48
01191 - Order Clerk I		16.64
01192 - Order Clerk II		18.16
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		22.14
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		17.35
01410 - Supply Technician		25.83
01420 - Survey Worker		20.55
01460 - Switchboard Operator/Receptionist		14.72
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		14.68
01612 - Word Processor II		16.48

01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	21.61
05040 - Automotive Glass Installer	20.26
05070 - Automotive Worker	20.26
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	20.26
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.26
05310 - Painter, Automotive	21.61
05340 - Radiator Repair Specialist	20.26
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	14.28
07042 - Cook II	16.49
07070 - Dishwasher	11.10
07130 - Food Service Worker	12.33
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	11.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.68
09040 - Furniture Handler	15.25
09080 - Furniture Refinisher	22.68
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer, Minor	19.93
09130 - Upholsterer	22.68
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	14.69
11090 - Gardener	17.56
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	13.61
11240 - Maid or Houseman	11.50
11260 - Pruner	13.31
11270 - Tractor Operator	16.25
11330 - Trail Maintenance Worker	13.61
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	21.26
12012 - Certified Occupational Therapist Assistant	29.16
12015 - Certified Physical Therapist Assistant	29.98
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	44.39
12030 - EKG Technician	32.20
12035 - Electroneurodiagnostic Technologist	32.20
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	15.36
12130 - Medical Laboratory Technician	20.48
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	23.13
12195 - Medical Transcriptionist	23.09
12210 - Nuclear Medicine Technologist	46.71
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	19.86
12236 - Optical Technician	19.00
12250 - Pharmacy Technician	18.70
12280 - Phlebotomist	23.21

12305	- Radiologic Technologist	36.22
12311	- Registered Nurse I	40.86
12312	- Registered Nurse II	49.98
12313	- Registered Nurse II, Specialist	49.98
12314	- Registered Nurse III	60.45
12315	- Registered Nurse III, Anesthetist	60.45
12316	- Registered Nurse IV	68.50
12317	- Scheduler (Drug and Alcohol Testing)	33.00
12320	- Substance Abuse Treatment Counselor	17.59
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.61
13012	- Exhibits Specialist II	29.25
13013	- Exhibits Specialist III	36.92
13041	- Illustrator I	22.71
13042	- Illustrator II	28.14
13043	- Illustrator III	34.42
13047	- Librarian	31.43
13050	- Library Aide/Clerk	16.05
13054	- Library Information Technology Systems Administrator	25.79
13058	- Library Technician	17.11
13061	- Media Specialist I	20.48
13062	- Media Specialist II	22.91
13063	- Media Specialist III	25.53
13071	- Photographer I	17.88
13072	- Photographer II	21.38
13073	- Photographer III	26.50
13074	- Photographer IV	33.56
13075	- Photographer V	39.20
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	20.53
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.61
14042	- Computer Operator II	18.58
14043	- Computer Operator III	20.71
14044	- Computer Operator IV	23.02
14045	- Computer Operator V	25.49
14071	- Computer Programmer I	(see 1) 23.09
14072	- Computer Programmer II	(see 1) 27.18
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	16.61
14160	- Personal Computer Support Technician	23.02
14170	- System Support Specialist	25.70
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	35.36
15020	- Aircrew Training Devices Instructor (Rated)	42.77
15030	- Air Crew Training Devices Instructor (Pilot)	51.27
15050	- Computer Based Training Specialist / Instructor	35.36
15060	- Educational Technologist	40.02
15070	- Flight Instructor (Pilot)	51.27
15080	- Graphic Artist	24.56
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.29
15086	- Maintenance Test Pilot, Rotary Wing	39.29
15088	- Non-Maintenance Test/Co-Pilot	39.29
15090	- Technical Instructor	28.75
15095	- Technical Instructor/Course Developer	35.24
15110	- Test Proctor	23.74
15120	- Tutor	23.74
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	12.27
16030	- Counter Attendant	12.27
16040	- Dry Cleaner	14.17
16070	- Finisher, Flatwork, Machine	12.27
16090	- Presser, Hand	12.27
16110	- Presser, Machine, Drycleaning	12.27
16130	- Presser, Machine, Shirts	12.27
16160	- Presser, Machine, Wearing Apparel, Laundry	12.27

16190 - Sewing Machine Operator	15.39
16220 - Tailor	16.57
16250 - Washer, Machine	12.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.36
19040 - Tool And Die Maker	29.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	22.14
21040 - Material Expediter	22.14
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	14.55
21130 - Shipping/Receiving Clerk	14.55
21140 - Store Worker I	13.02
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.79
23019 - Aircraft Logs and Records Technician	24.54
23021 - Aircraft Mechanic I	29.88
23022 - Aircraft Mechanic II	31.79
23023 - Aircraft Mechanic III	33.67
23040 - Aircraft Mechanic Helper	21.09
23050 - Aircraft, Painter	28.09
23060 - Aircraft Servicer	24.54
23070 - Aircraft Survival Flight Equipment Technician	28.09
23080 - Aircraft Worker	26.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.88
23110 - Appliance Mechanic	24.36
23120 - Bicycle Repairer	18.41
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	24.82
23140 - Carpet Layer	23.93
23160 - Electrician, Maintenance	29.02
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	22.56
23290 - Fire Alarm System Mechanic	25.91
23310 - Fire Extinguisher Repairer	20.99
23311 - Fuel Distribution System Mechanic	27.48
23312 - Fuel Distribution System Operator	21.33
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	29.88
23381 - Ground Support Equipment Servicer	24.54
23382 - Ground Support Equipment Worker	26.33
23391 - Gunsmith I	20.99
23392 - Gunsmith II	24.13
23393 - Gunsmith III	27.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.87
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.39
23430 - Heavy Equipment Mechanic	27.15
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	25.73
23470 - Laborer	15.13
23510 - Locksmith	24.36
23530 - Machinery Maintenance Mechanic	28.78
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11

23640	- Millwright	27.98
23710	- Office Appliance Repairer	20.46
23760	- Painter, Maintenance	24.33
23790	- Pipefitter, Maintenance	27.33
23810	- Plumber, Maintenance	25.69
23820	- Pneudraulic Systems Mechanic	25.91
23850	- Rigger	27.30
23870	- Scale Mechanic	24.13
23890	- Sheet-Metal Worker, Maintenance	27.98
23910	- Small Engine Mechanic	21.26
23931	- Telecommunications Mechanic I	26.97
23932	- Telecommunications Mechanic II	28.53
23950	- Telephone Lineman	30.71
23960	- Welder, Combination, Maintenance	22.92
23965	- Well Driller	27.30
23970	- Woodcraft Worker	27.30
23980	- Woodworker	19.77
24000	- Personal Needs Occupations	
24550	- Case Manager	16.67
24570	- Child Care Attendant	12.80
24580	- Child Care Center Clerk	15.96
24610	- Chore Aide	11.05
24620	- Family Readiness And Support Services Coordinator	16.67
24630	- Homemaker	17.70
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.98
25040	- Sewage Plant Operator	26.17
25070	- Stationary Engineer	27.98
25190	- Ventilation Equipment Tender	19.75
25210	- Water Treatment Plant Operator	26.17
27000	- Protective Service Occupations	
27004	- Alarm Monitor	26.87
27007	- Baggage Inspector	17.26
27008	- Corrections Officer	27.37
27010	- Court Security Officer	27.60
27030	- Detection Dog Handler	21.22
27040	- Detention Officer	27.37
27070	- Firefighter	24.94
27101	- Guard I	17.26
27102	- Guard II	21.22
27131	- Police Officer I	43.10
27132	- Police Officer II	47.92
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.26
28042	- Carnival Equipment Repairer	15.41
28043	- Carnival Worker	10.77
28210	- Gate Attendant/Gate Tender	13.96
28310	- Lifeguard	12.74
28350	- Park Attendant (Aide)	15.61
28510	- Recreation Aide/Health Facility Attendant	11.68
28515	- Recreation Specialist	19.34
28630	- Sports Official	12.43
28690	- Swimming Pool Operator	17.80
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	28.29
29020	- Hatch Tender	28.29
29030	- Line Handler	28.29
29041	- Stevedore I	26.44
29042	- Stevedore II	30.15
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
30021	- Archeological Technician I	20.33
30022	- Archeological Technician II	22.74
30023	- Archeological Technician III	28.16
30030	- Cartographic Technician	28.16
30040	- Civil Engineering Technician	32.42
30051	- Cryogenic Technician I	25.70
30052	- Cryogenic Technician II	28.39

30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30095 - Evidence Control Specialist	23.20
30210 - Laboratory Technician	20.88
30221 - Latent Fingerprint Technician I	24.73
30222 - Latent Fingerprint Technician II	27.31
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	28.39
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	28.39
30461 - Technical Writer I	24.40
30462 - Technical Writer II	29.85
30463 - Technical Writer III	36.10
30491 - Unexploded Ordnance (UXO) Technician I	24.34
30492 - Unexploded Ordnance (UXO) Technician II	29.44
30493 - Unexploded Ordnance (UXO) Technician III	35.29
30494 - Unexploded (UXO) Safety Escort	24.34
30495 - Unexploded (UXO) Sweep Personnel	24.34
30501 - Weather Forecaster I	31.19
30502 - Weather Forecaster II	37.94
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.34
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	12.80
31030 - Bus Driver	18.75
31043 - Driver Courier	14.01
31260 - Parking and Lot Attendant	12.18
31290 - Shuttle Bus Driver	15.13
31310 - Taxi Driver	12.73
31361 - Truckdriver, Light	15.13
31362 - Truckdriver, Medium	18.52
31363 - Truckdriver, Heavy	20.48
31364 - Truckdriver, Tractor-Trailer	20.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	11.97
99050 - Desk Clerk	11.35
99095 - Embalmer	25.00
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	13.91
99252 - Laboratory Animal Caretaker II	15.03
99260 - Marketing Analyst	26.60
99310 - Mortician	25.00
99410 - Pest Controller	18.34
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	29.03
99711 - Recycling Specialist	34.68
99730 - Refuse Collector	26.22
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	14.76
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	18.52
99841 - Vending Machine Repairer	22.11
99842 - Vending Machine Repairer Helper	18.52

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

**SISKIYOU COUNTY**

WD 15-5677 (Rev.-8) was first posted on www.wdol.gov on 07/10/2018

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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                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5677  
Revision No.: 8  
Date Of Revision: 07/03/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 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 \$10.35 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 2018. 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 Modoc, Nevada, Plumas, Sierra, Siskiyou, Trinity

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		13.94
01042 - Customer Service Representative II		15.69
01043 - Customer Service Representative III		17.11
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		12.25
01191 - Order Clerk I		17.02
01192 - Order Clerk II		18.56
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		23.66
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		17.35
01410 - Supply Technician		25.83
01420 - Survey Worker		19.59
01460 - Switchboard Operator/Receptionist		14.72
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		14.68
01612 - Word Processor II		16.48

01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	22.33
05040 - Automotive Glass Installer	21.01
05070 - Automotive Worker	21.01
05110 - Mobile Equipment Servicer	18.38
05130 - Motor Equipment Metal Mechanic	23.68
05160 - Motor Equipment Metal Worker	21.01
05190 - Motor Vehicle Mechanic	23.09
05220 - Motor Vehicle Mechanic Helper	17.01
05250 - Motor Vehicle Upholstery Worker	19.69
05280 - Motor Vehicle Wrecker	21.01
05310 - Painter, Automotive	22.33
05340 - Radiator Repair Specialist	21.01
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	23.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	17.33
07042 - Cook II	19.81
07070 - Dishwasher	11.41
07130 - Food Service Worker	12.64
07210 - Meat Cutter	19.16
07260 - Waiter/Waitress	12.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.26
09040 - Furniture Handler	16.78
09080 - Furniture Refinisher	22.26
09090 - Furniture Refinisher Helper	19.34
09110 - Furniture Repairer, Minor	21.92
09130 - Upholsterer	22.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	14.22
11090 - Gardener	18.81
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	14.74
11240 - Maid or Houseman	11.34
11260 - Pruner	13.42
11270 - Tractor Operator	17.41
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	15.90
12000 - Health Occupations	
12010 - Ambulance Driver	17.11
12011 - Breath Alcohol Technician	22.41
12012 - Certified Occupational Therapist Assistant	31.09
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	18.91
12025 - Dental Hygienist	48.33
12030 - EKG Technician	33.96
12035 - Electroneurodiagnostic Technologist	33.96
12040 - Emergency Medical Technician	16.57
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	16.11
12130 - Medical Laboratory Technician	24.78
12160 - Medical Record Clerk	20.06
12190 - Medical Record Technician	22.44
12195 - Medical Transcriptionist	20.90
12210 - Nuclear Medicine Technologist	50.57
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	18.05
12236 - Optical Technician	20.03
12250 - Pharmacy Technician	19.25
12280 - Phlebotomist	23.21

12305	- Radiologic Technologist	39.84
12311	- Registered Nurse I	40.86
12312	- Registered Nurse II	49.98
12313	- Registered Nurse II, Specialist	49.98
12314	- Registered Nurse III	60.45
12315	- Registered Nurse III, Anesthetist	60.45
12316	- Registered Nurse IV	68.50
12317	- Scheduler (Drug and Alcohol Testing)	28.97
12320	- Substance Abuse Treatment Counselor	29.82
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.61
13012	- Exhibits Specialist II	29.25
13013	- Exhibits Specialist III	36.92
13041	- Illustrator I	22.71
13042	- Illustrator II	28.14
13043	- Illustrator III	34.42
13047	- Librarian	31.43
13050	- Library Aide/Clerk	16.05
13054	- Library Information Technology Systems Administrator	25.79
13058	- Library Technician	17.11
13061	- Media Specialist I	20.48
13062	- Media Specialist II	22.91
13063	- Media Specialist III	25.53
13071	- Photographer I	17.88
13072	- Photographer II	21.38
13073	- Photographer III	26.50
13074	- Photographer IV	33.56
13075	- Photographer V	39.20
13090	- Technical Order Library Clerk	17.73
13110	- Video Teleconference Technician	20.53
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.61
14042	- Computer Operator II	18.58
14043	- Computer Operator III	20.71
14044	- Computer Operator IV	23.02
14045	- Computer Operator V	25.49
14071	- Computer Programmer I	(see 1) 23.09
14072	- Computer Programmer II	(see 1) 27.20
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	16.61
14160	- Personal Computer Support Technician	23.02
14170	- System Support Specialist	25.49
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	35.36
15020	- Aircrew Training Devices Instructor (Rated)	42.77
15030	- Air Crew Training Devices Instructor (Pilot)	51.27
15050	- Computer Based Training Specialist / Instructor	35.36
15060	- Educational Technologist	37.05
15070	- Flight Instructor (Pilot)	51.27
15080	- Graphic Artist	24.56
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	50.69
15086	- Maintenance Test Pilot, Rotary Wing	50.69
15088	- Non-Maintenance Test/Co-Pilot	50.69
15090	- Technical Instructor	21.72
15095	- Technical Instructor/Course Developer	26.58
15110	- Test Proctor	17.84
15120	- Tutor	17.84
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	12.24
16030	- Counter Attendant	12.24
16040	- Dry Cleaner	13.97
16070	- Finisher, Flatwork, Machine	12.24
16090	- Presser, Hand	12.24
16110	- Presser, Machine, Drycleaning	12.24
16130	- Presser, Machine, Shirts	12.24
16160	- Presser, Machine, Wearing Apparel, Laundry	12.24

16190 - Sewing Machine Operator	14.61
16220 - Tailor	15.33
16250 - Washer, Machine	12.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.91
19040 - Tool And Die Maker	32.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	23.66
21040 - Material Expediter	23.66
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	19.37
21130 - Shipping/Receiving Clerk	19.37
21140 - Store Worker I	13.69
21150 - Stock Clerk	18.27
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.98
23019 - Aircraft Logs and Records Technician	24.37
23021 - Aircraft Mechanic I	29.30
23022 - Aircraft Mechanic II	30.98
23023 - Aircraft Mechanic III	32.67
23040 - Aircraft Mechanic Helper	21.05
23050 - Aircraft, Painter	27.63
23060 - Aircraft Servicer	24.37
23070 - Aircraft Survival Flight Equipment Technician	27.63
23080 - Aircraft Worker	26.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.30
23110 - Appliance Mechanic	27.63
23120 - Bicycle Repairer	19.94
23125 - Cable Splicer	41.60
23130 - Carpenter, Maintenance	28.38
23140 - Carpet Layer	26.00
23160 - Electrician, Maintenance	28.81
23181 - Electronics Technician Maintenance I	26.00
23182 - Electronics Technician Maintenance II	27.63
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	24.37
23290 - Fire Alarm System Mechanic	29.30
23310 - Fire Extinguisher Repairer	22.75
23311 - Fuel Distribution System Mechanic	29.30
23312 - Fuel Distribution System Operator	22.75
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	29.30
23381 - Ground Support Equipment Servicer	24.37
23382 - Ground Support Equipment Worker	26.00
23391 - Gunsmith I	22.75
23392 - Gunsmith II	26.00
23393 - Gunsmith III	29.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.05
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.42
23430 - Heavy Equipment Mechanic	25.63
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	29.30
23465 - Laboratory/Shelter Mechanic	27.63
23470 - Laborer	15.13
23510 - Locksmith	26.94
23530 - Machinery Maintenance Mechanic	27.04
23550 - Machinist, Maintenance	23.10
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	29.30
23592 - Metrology Technician II	30.98
23593 - Metrology Technician III	32.67

23640	- Millwright	29.30
23710	- Office Appliance Repairer	27.24
23760	- Painter, Maintenance	21.53
23790	- Pipefitter, Maintenance	29.64
23810	- Plumber, Maintenance	27.96
23820	- Pneudraulic Systems Mechanic	29.30
23850	- Rigger	29.30
23870	- Scale Mechanic	26.00
23890	- Sheet-Metal Worker, Maintenance	28.69
23910	- Small Engine Mechanic	26.00
23931	- Telecommunications Mechanic I	32.03
23932	- Telecommunications Mechanic II	33.86
23950	- Telephone Lineman	32.55
23960	- Welder, Combination, Maintenance	23.99
23965	- Well Driller	29.30
23970	- Woodcraft Worker	29.30
23980	- Woodworker	22.75
24000	- Personal Needs Occupations	
24550	- Case Manager	18.54
24570	- Child Care Attendant	12.80
24580	- Child Care Center Clerk	15.96
24610	- Chore Aide	11.86
24620	- Family Readiness And Support Services Coordinator	18.54
24630	- Homemaker	18.54
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	33.10
25040	- Sewage Plant Operator	30.68
25070	- Stationary Engineer	33.10
25190	- Ventilation Equipment Tender	23.52
25210	- Water Treatment Plant Operator	30.68
27000	- Protective Service Occupations	
27004	- Alarm Monitor	23.80
27007	- Baggage Inspector	17.26
27008	- Corrections Officer	36.43
27010	- Court Security Officer	30.56
27030	- Detection Dog Handler	21.22
27040	- Detention Officer	36.43
27070	- Firefighter	24.10
27101	- Guard I	17.26
27102	- Guard II	21.22
27131	- Police Officer I	39.18
27132	- Police Officer II	43.56
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.85
28042	- Carnival Equipment Repairer	16.05
28043	- Carnival Worker	11.45
28210	- Gate Attendant/Gate Tender	17.48
28310	- Lifeguard	12.97
28350	- Park Attendant (Aide)	19.56
28510	- Recreation Aide/Health Facility Attendant	14.28
28515	- Recreation Specialist	24.23
28630	- Sports Official	15.58
28690	- Swimming Pool Operator	18.34
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	28.29
29020	- Hatch Tender	28.29
29030	- Line Handler	28.29
29041	- Stevedore I	26.44
29042	- Stevedore II	30.15
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
30021	- Archeological Technician I	20.33
30022	- Archeological Technician II	22.74
30023	- Archeological Technician III	28.16
30030	- Cartographic Technician	28.16
30040	- Civil Engineering Technician	27.13
30051	- Cryogenic Technician I	27.43
30052	- Cryogenic Technician II	30.29

30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	25.16
30095 - Evidence Control Specialist	24.77
30210 - Laboratory Technician	22.70
30221 - Latent Fingerprint Technician I	27.43
30222 - Latent Fingerprint Technician II	30.29
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	30.29
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	30.29
30461 - Technical Writer I	25.43
30462 - Technical Writer II	31.10
30463 - Technical Writer III	37.63
30491 - Unexploded Ordnance (UXO) Technician I	24.34
30492 - Unexploded Ordnance (UXO) Technician II	29.44
30493 - Unexploded Ordnance (UXO) Technician III	35.29
30494 - Unexploded (UXO) Safety Escort	24.34
30495 - Unexploded (UXO) Sweep Personnel	24.34
30501 - Weather Forecaster I	31.19
30502 - Weather Forecaster II	37.94
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.34
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	15.25
31030 - Bus Driver	22.08
31043 - Driver Courier	17.41
31260 - Parking and Lot Attendant	12.41
31290 - Shuttle Bus Driver	18.79
31310 - Taxi Driver	11.93
31361 - Truckdriver, Light	18.79
31362 - Truckdriver, Medium	20.37
31363 - Truckdriver, Heavy	21.72
31364 - Truckdriver, Tractor-Trailer	21.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	11.97
99050 - Desk Clerk	13.39
99095 - Embalmer	25.00
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	13.08
99252 - Laboratory Animal Caretaker II	14.14
99260 - Marketing Analyst	23.36
99310 - Mortician	25.00
99410 - Pest Controller	18.02
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	12.64
99820 - School Crossing Guard	15.25
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	18.52
99841 - Vending Machine Repairer	22.11
99842 - Vending Machine Repairer Helper	18.52

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

ALAMEDA & CONTRA COSTA COUNTY

WD 15-5623 (Rev.-7) was first posted on www.wdol.gov on 08/07/2018

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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                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5623  
Revision No.: 7  
Date Of Revision: 07/27/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 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 \$10.35 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 2018. 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		19.25
01012 - Accounting Clerk II		21.61
01013 - Accounting Clerk III		24.18
01020 - Administrative Assistant		33.24
01035 - Court Reporter		37.68
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		17.01
01052 - Data Entry Operator II		18.55
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.45
01090 - Duplicating Machine Operator		15.45
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		17.91
01191 - Order Clerk I		16.99
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		33.24
01420 - Survey Worker		25.03
01460 - Switchboard Operator/Receptionist		17.21
01531 - Travel Clerk I		16.95
01532 - Travel Clerk II		19.07
01533 - Travel Clerk III		21.48
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32

01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.57
05010 - Automotive Electrician	24.95
05040 - Automotive Glass Installer	22.95
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	17.03
07042 - Cook II	19.33
07070 - Dishwasher	11.61
07130 - Food Service Worker	12.60
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	12.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.13
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	23.06
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer, Minor	20.57
09130 - Upholsterer	21.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.17
11060 - Elevator Operator	16.28
11090 - Gardener	23.78
11122 - Housekeeping Aide	16.28
11150 - Janitor	16.28
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	14.51
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	18.09
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	25.83
12012 - Certified Occupational Therapist Assistant	31.37
12015 - Certified Physical Therapist Assistant	33.80
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	52.96
12030 - EKG Technician	33.39
12035 - Electroneurodiagnostic Technologist	33.39
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	25.93
12160 - Medical Record Clerk	23.10
12190 - Medical Record Technician	25.93
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	55.54
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	18.37
12250 - Pharmacy Technician	22.46
12280 - Phlebotomist	21.51

12305	- Radiologic Technologist	42.60
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	22.97
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	26.48
13042	- Illustrator II	32.79
13043	- Illustrator III	40.13
13047	- Librarian	37.20
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	33.59
13058	- Library Technician	26.04
13061	- Media Specialist I	24.24
13062	- Media Specialist II	27.12
13063	- Media Specialist III	30.22
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	21.72
13110	- Video Teleconference Technician	26.99
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1)
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	19.80
14160	- Personal Computer Support Technician	27.43
14170	- System Support Specialist	37.80
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	46.82
15086	- Maintenance Test Pilot, Rotary Wing	46.82
15088	- Non-Maintenance Test/Co-Pilot	46.82
15090	- Technical Instructor	33.96
15095	- Technical Instructor/Course Developer	41.54
15110	- Test Proctor	27.42
15120	- Tutor	27.42
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	14.26
16030	- Counter Attendant	14.26
16040	- Dry Cleaner	18.75
16070	- Finisher, Flatwork, Machine	14.26
16090	- Presser, Hand	14.26
16110	- Presser, Machine, Drycleaning	14.26
16130	- Presser, Machine, Shirts	14.26
16160	- Presser, Machine, Wearing Apparel, Laundry	14.26

16190	- Sewing Machine Operator	19.53
16220	- Tailor	20.31
16250	- Washer, Machine	15.98
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	17.59
21130	- Shipping/Receiving Clerk	17.59
21140	- Store Worker I	15.84
21150	- Stock Clerk	21.80
21210	- Tools And Parts Attendant	20.50
21410	- Warehouse Specialist	20.50
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	36.92
23019	- Aircraft Logs and Records Technician	29.72
23021	- Aircraft Mechanic I	35.13
23022	- Aircraft Mechanic II	36.92
23023	- Aircraft Mechanic III	38.49
23040	- Aircraft Mechanic Helper	25.68
23050	- Aircraft, Painter	33.32
23060	- Aircraft Servicer	29.72
23070	- Aircraft Survival Flight Equipment Technician	33.32
23080	- Aircraft Worker	31.53
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	31.53
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	35.13
23110	- Appliance Mechanic	26.61
23120	- Bicycle Repairer	21.51
23125	- Cable Splicer	41.02
23130	- Carpenter, Maintenance	31.26
23140	- Carpet Layer	33.40
23160	- Electrician, Maintenance	41.54
23181	- Electronics Technician Maintenance I	33.73
23182	- Electronics Technician Maintenance II	35.64
23183	- Electronics Technician Maintenance III	37.58
23260	- Fabric Worker	28.58
23290	- Fire Alarm System Mechanic	27.45
23310	- Fire Extinguisher Repairer	26.71
23311	- Fuel Distribution System Mechanic	37.56
23312	- Fuel Distribution System Operator	29.70
23370	- General Maintenance Worker	22.50
23380	- Ground Support Equipment Mechanic	35.13
23381	- Ground Support Equipment Servicer	29.72
23382	- Ground Support Equipment Worker	31.53
23391	- Gunsmith I	26.71
23392	- Gunsmith II	30.32
23393	- Gunsmith III	33.78
23410	- Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.77
23430	- Heavy Equipment Mechanic	34.62
23440	- Heavy Equipment Operator	39.37
23460	- Instrument Mechanic	42.64
23465	- Laboratory/Shelter Mechanic	32.04
23470	- Laborer	16.00
23510	- Locksmith	26.65
23530	- Machinery Maintenance Mechanic	33.17
23550	- Machinist, Maintenance	27.28
23580	- Maintenance Trades Helper	17.19
23591	- Metrology Technician I	42.64
23592	- Metrology Technician II	44.81
23593	- Metrology Technician III	46.71

23640	- Millwright	35.78
23710	- Office Appliance Repairer	23.42
23760	- Painter, Maintenance	26.04
23790	- Pipefitter, Maintenance	33.96
23810	- Plumber, Maintenance	32.20
23820	- Pneudraulic Systems Mechanic	33.78
23850	- Rigger	33.78
23870	- Scale Mechanic	30.32
23890	- Sheet-Metal Worker, Maintenance	31.09
23910	- Small Engine Mechanic	20.20
23931	- Telecommunications Mechanic I	31.34
23932	- Telecommunications Mechanic II	32.95
23950	- Telephone Lineman	31.97
23960	- Welder, Combination, Maintenance	24.28
23965	- Well Driller	32.55
23970	- Woodcraft Worker	33.78
23980	- Woodworker	26.71
24000	- Personal Needs Occupations	
24550	- Case Manager	19.02
24570	- Child Care Attendant	13.92
24580	- Child Care Center Clerk	17.35
24610	- Chore Aide	11.55
24620	- Family Readiness And Support Services Coordinator	19.02
24630	- Homemaker	19.02
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	40.31
25040	- Sewage Plant Operator	43.65
25070	- Stationary Engineer	40.31
25190	- Ventilation Equipment Tender	29.46
25210	- Water Treatment Plant Operator	43.65
27000	- Protective Service Occupations	
27004	- Alarm Monitor	36.75
27007	- Baggage Inspector	14.46
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.67
27030	- Detection Dog Handler	30.14
27040	- Detention Officer	38.39
27070	- Firefighter	45.78
27101	- Guard I	14.46
27102	- Guard II	30.14
27131	- Police Officer I	45.85
27132	- Police Officer II	50.96
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	15.61
28042	- Carnival Equipment Repairer	16.89
28043	- Carnival Worker	11.70
28210	- Gate Attendant/Gate Tender	18.14
28310	- Lifeguard	13.82
28350	- Park Attendant (Aide)	20.29
28510	- Recreation Aide/Health Facility Attendant	15.30
28515	- Recreation Specialist	23.21
28630	- Sports Official	16.15
28690	- Swimming Pool Operator	21.68
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	30.08
29020	- Hatch Tender	30.08
29030	- Line Handler	30.08
29041	- Stevedore I	28.35
29042	- Stevedore II	31.78
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	46.05
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	31.75
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.98
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	32.31
30051	- Cryogenic Technician I	28.67
30052	- Cryogenic Technician II	31.67

30061	- Drafter/CAD Operator I	24.86
30062	- Drafter/CAD Operator II	27.80
30063	- Drafter/CAD Operator III	30.99
30064	- Drafter/CAD Operator IV	38.15
30081	- Engineering Technician I	18.90
30082	- Engineering Technician II	21.22
30083	- Engineering Technician III	23.73
30084	- Engineering Technician IV	29.40
30085	- Engineering Technician V	35.98
30086	- Engineering Technician VI	43.51
30090	- Environmental Technician	30.70
30095	- Evidence Control Specialist	25.89
30210	- Laboratory Technician	25.27
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	31.67
30390	- Photo-Optics Technician	35.89
30395	- Radiation Control Technician	31.67
30461	- Technical Writer I	27.03
30462	- Technical Writer II	33.06
30463	- Technical Writer III	40.01
30491	- Unexploded Ordnance (UXO) Technician I	29.27
30492	- Unexploded Ordnance (UXO) Technician II	35.41
30493	- Unexploded Ordnance (UXO) Technician III	42.44
30494	- Unexploded (UXO) Safety Escort	29.27
30495	- Unexploded (UXO) Sweep Personnel	29.27
30501	- Weather Forecaster I	30.50
30502	- Weather Forecaster II	37.10
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	34.35
31020	- Bus Aide	17.44
31030	- Bus Driver	24.23
31043	- Driver Courier	17.77
31260	- Parking and Lot Attendant	13.64
31290	- Shuttle Bus Driver	19.22
31310	- Taxi Driver	14.33
31361	- Truckdriver, Light	19.22
31362	- Truckdriver, Medium	20.55
31363	- Truckdriver, Heavy	22.18
31364	- Truckdriver, Tractor-Trailer	22.18
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	16.74
99030	- Cashier	12.06
99050	- Desk Clerk	13.77
99095	- Embalmer	27.64
99130	- Flight Follower	28.39
99251	- Laboratory Animal Caretaker I	15.02
99252	- Laboratory Animal Caretaker II	16.25
99260	- Marketing Analyst	38.53
99310	- Mortician	29.47
99410	- Pest Controller	18.10
99510	- Photofinishing Worker	17.25
99710	- Recycling Laborer	32.37
99711	- Recycling Specialist	36.85
99730	- Refuse Collector	29.12
99810	- Sales Clerk	15.51
99820	- School Crossing Guard	15.07
99830	- Survey Party Chief	37.21
99831	- Surveying Aide	22.40
99832	- Surveying Technician	32.74
99840	- Vending Machine Attendant	16.67
99841	- Vending Machine Repairer	19.40
99842	- Vending Machine Repairer Helper	16.67

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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)).