

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5623 Revision No.: 18 Date Of Last Revision: 03/15/2022

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

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		21.48
01012 - Accounting Clerk II		24.13
01013 - Accounting Clerk III		26.98
01020 - Administrative Assistant		40.02
01035 - Court Reporter		50.16
01041 - Customer Service Representative I		19.55
01042 - Customer Service Representative II		21.80
01043 - Customer Service Representative III		23.97
01051 - Data Entry Operator I		18.03
01052 - Data Entry Operator II		19.68
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.45
01090 - Duplicating Machine Operator		15.45
01111 - General Clerk I		18.33
01112 - General Clerk II		20.00
01113 - General Clerk III		22.47

01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	19.52
01191 - Order Clerk I	19.92
01192 - Order Clerk II	21.74
01261 - Personnel Assistant (Employment) I	21.28
01262 - Personnel Assistant (Employment) II	23.79
01263 - Personnel Assistant (Employment) III	26.52
01270 - Production Control Clerk	30.22
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	40.02
01420 - Survey Worker	27.28
01460 - Switchboard Operator/Receptionist	19.05
01531 - Travel Clerk I	22.18
01532 - Travel Clerk II	24.15
01533 - Travel Clerk III	26.16
01611 - Word Processor I	25.14
01612 - Word Processor II	28.22
01613 - Word Processor III	31.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	29.35
05010 - Automotive Electrician	27.45
05040 - Automotive Glass Installer	25.62
05070 - Automotive Worker	25.99
05110 - Mobile Equipment Servicer	22.91
05130 - Motor Equipment Metal Mechanic	28.67
05160 - Motor Equipment Metal Worker	25.99
05190 - Motor Vehicle Mechanic	28.68
05220 - Motor Vehicle Mechanic Helper	21.17
05250 - Motor Vehicle Upholstery Worker	24.50
05280 - Motor Vehicle Wrecker	25.99
05310 - Painter Automotive	27.46
05340 - Radiator Repair Specialist	25.99
05370 - Tire Repairer	17.48
05400 - Transmission Repair Specialist	28.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.26
07041 - Cook I	19.89
07042 - Cook II	22.57
07070 - Dishwasher	15.46
07130 - Food Service Worker	16.41
07210 - Meat Cutter	19.63
07260 - Waiter/Waitress	16.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.11
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	23.06
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer Minor	20.57
09130 - Upholsterer	21.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.65
11060 - Elevator Operator	16.65
11090 - Gardener	25.51
11122 - Housekeeping Aide	18.41
11150 - Janitor	18.41
11210 - Laborer Grounds Maintenance	19.63
11240 - Maid or Houseman	19.32
11260 - Pruner	17.66
11270 - Tractor Operator	23.58
11330 - Trail Maintenance Worker	19.63

11360 - Window Cleaner	20.47
12000 - Health Occupations	
12010 - Ambulance Driver	24.06
12011 - Breath Alcohol Technician	32.03
12012 - Certified Occupational Therapist Assistant	37.63
12015 - Certified Physical Therapist Assistant	33.80
12020 - Dental Assistant	25.45
12025 - Dental Hygienist	57.24
12030 - EKG Technician	33.39
12035 - Electroneurodiagnostic Technologist	33.39
12040 - Emergency Medical Technician	24.06
12071 - Licensed Practical Nurse I	28.63
12072 - Licensed Practical Nurse II	32.03
12073 - Licensed Practical Nurse III	35.71
12100 - Medical Assistant	25.59
12130 - Medical Laboratory Technician	33.85
12160 - Medical Record Clerk	25.65
12190 - Medical Record Technician	28.68
12195 - Medical Transcriptionist	23.80
12210 - Nuclear Medicine Technologist	66.07
12221 - Nursing Assistant I	15.90
12222 - Nursing Assistant II	17.88
12223 - Nursing Assistant III	19.51
12224 - Nursing Assistant IV	21.90
12235 - Optical Dispenser	26.15
12236 - Optical Technician	20.48
12250 - Pharmacy Technician	24.87
12280 - Phlebotomist	25.92
12305 - Radiologic Technologist	53.99
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)	39.87
12320 - Substance Abuse Treatment Counselor	27.69
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	41.12
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	37.13
13058 - Library Technician	28.80
13061 - Media Specialist I	26.79
13062 - Media Specialist II	29.97
13063 - Media Specialist III	33.41
13071 - Photographer I	20.85
13072 - Photographer II	23.33
13073 - Photographer III	28.90
13074 - Photographer IV	35.35
13075 - Photographer V	42.77
13090 - Technical Order Library Clerk	24.42
13110 - Video Teleconference Technician	29.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.96
14042 - Computer Operator II	26.84
14043 - Computer Operator III	29.88
14044 - Computer Operator IV	33.19
14045 - Computer Operator V	36.77

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		23.96
14160 - Personal Computer Support Technician		33.19
14170 - System Support Specialist		41.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		41.35
15020 - Aircrew Training Devices Instructor (Rated)		50.04
15030 - Air Crew Training Devices Instructor (Pilot)		59.97
15050 - Computer Based Training Specialist / Instructor		41.35
15060 - Educational Technologist		32.97
15070 - Flight Instructor (Pilot)		59.97
15080 - Graphic Artist		35.62
15085 - Maintenance Test Pilot Fixed Jet/Prop		59.97
15086 - Maintenance Test Pilot Rotary Wing		59.97
15088 - Non-Maintenance Test/Co-Pilot		59.97
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		18.63
16030 - Counter Attendant		18.63
16040 - Dry Cleaner		21.30
16070 - Finisher Flatwork Machine		18.63
16090 - Presser Hand		18.63
16110 - Presser Machine Drycleaning		18.63
16130 - Presser Machine Shirts		18.63
16160 - Presser Machine Wearing Apparel Laundry		18.63
16190 - Sewing Machine Operator		22.18
16220 - Tailor		23.07
16250 - Washer Machine		19.52
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.41
19040 - Tool And Die Maker		32.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.98
21030 - Material Coordinator		30.22
21040 - Material Expediter		30.22
21050 - Material Handling Laborer		18.84
21071 - Order Filler		16.87
21080 - Production Line Worker (Food Processing)		21.98
21110 - Shipping Packer		19.78
21130 - Shipping/Receiving Clerk		19.78
21140 - Store Worker I		17.74
21150 - Stock Clerk		23.28
21210 - Tools And Parts Attendant		21.98
21410 - Warehouse Specialist		21.98
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		41.22
23019 - Aircraft Logs and Records Technician		33.18
23021 - Aircraft Mechanic I		39.23
23022 - Aircraft Mechanic II		41.22
23023 - Aircraft Mechanic III		42.97
23040 - Aircraft Mechanic Helper		28.67
23050 - Aircraft Painter		37.20
23060 - Aircraft Servicer		33.18
23070 - Aircraft Survival Flight Equipment Technician		37.20
23080 - Aircraft Worker		35.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		35.21

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	39.23
II	
23110 - Appliance Mechanic	28.11
23120 - Bicycle Repairer	21.51
23125 - Cable Splicer	54.59
23130 - Carpenter Maintenance	34.38
23140 - Carpet Layer	33.40
23160 - Electrician Maintenance	50.38
23181 - Electronics Technician Maintenance I	37.10
23182 - Electronics Technician Maintenance II	39.20
23183 - Electronics Technician Maintenance III	41.34
23260 - Fabric Worker	31.44
23290 - Fire Alarm System Mechanic	27.45
23310 - Fire Extinguisher Repairer	30.21
23311 - Fuel Distribution System Mechanic	41.32
23312 - Fuel Distribution System Operator	32.67
23370 - General Maintenance Worker	25.45
23380 - Ground Support Equipment Mechanic	39.23
23381 - Ground Support Equipment Servicer	33.18
23382 - Ground Support Equipment Worker	35.21
23391 - Gunsmith I	30.21
23392 - Gunsmith II	34.28
23393 - Gunsmith III	38.19
23410 - Heating Ventilation And Air-Conditioning Mechanic	32.52
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	34.18
23430 - Heavy Equipment Mechanic	36.73
23440 - Heavy Equipment Operator	45.30
23460 - Instrument Mechanic	45.53
23465 - Laboratory/Shelter Mechanic	36.22
23470 - Laborer	18.84
23510 - Locksmith	27.98
23530 - Machinery Maintenance Mechanic	36.53
23550 - Machinist Maintenance	27.38
23580 - Maintenance Trades Helper	18.21
23591 - Metrology Technician I	45.53
23592 - Metrology Technician II	47.85
23593 - Metrology Technician III	49.87
23640 - Millwright	43.22
23710 - Office Appliance Repairer	23.42
23760 - Painter Maintenance	30.71
23790 - Pipefitter Maintenance	41.10
23810 - Plumber Maintenance	38.96
23820 - Pneudraulic Systems Mechanic	38.19
23850 - Rigger	35.44
23870 - Scale Mechanic	34.28
23890 - Sheet-Metal Worker Maintenance	33.39
23910 - Small Engine Mechanic	23.55
23931 - Telecommunications Mechanic I	36.16
23932 - Telecommunications Mechanic II	37.99
23950 - Telephone Lineman	35.17
23960 - Welder Combination Maintenance	26.71
23965 - Well Driller	33.43
23970 - Woodcraft Worker	38.19
23980 - Woodworker	30.21
24000 - Personal Needs Occupations	
24550 - Case Manager	22.10
24570 - Child Care Attendant	17.96
24580 - Child Care Center Clerk	22.38
24610 - Chore Aide	15.21
24620 - Family Readiness And Support Services Coordinator	22.10
24630 - Homemaker	22.10

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	50.98
25040 - Sewage Plant Operator	49.65
25070 - Stationary Engineer	50.98
25190 - Ventilation Equipment Tender	37.27
25210 - Water Treatment Plant Operator	49.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	43.66
27007 - Baggage Inspector	19.25
27008 - Corrections Officer	41.18
27010 - Court Security Officer	46.28
27030 - Detection Dog Handler	30.14
27040 - Detention Officer	41.18
27070 - Firefighter	51.38
27101 - Guard I	19.25
27102 - Guard II	30.14
27131 - Police Officer I	54.15
27132 - Police Officer II	60.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.89
28042 - Carnival Equipment Repairer	21.52
28043 - Carnival Worker	14.90***
28210 - Gate Attendant/Gate Tender	19.84
28310 - Lifeguard	14.85***
28350 - Park Attendant (Aide)	22.21
28510 - Recreation Aide/Health Facility Attendant	16.20
28515 - Recreation Specialist	27.50
28630 - Sports Official	17.68
28690 - Swimming Pool Operator	24.42
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.94
29020 - Hatch Tender	35.94
29030 - Line Handler	35.94
29041 - Stevedore I	33.88
29042 - Stevedore II	37.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	49.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.88
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	37.32
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	39.59
30051 - Cryogenic Technician I	30.78
30052 - Cryogenic Technician II	34.00
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	27.79
30210 - Laboratory Technician	25.97
30221 - Latent Fingerprint Technician I	45.41
30222 - Latent Fingerprint Technician II	50.16
30240 - Mathematical Technician	43.43
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	34.00
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	34.00
30461 - Technical Writer I	35.93
30462 - Technical Writer II	43.96
30463 - Technical Writer III	53.16
30491 - Unexploded Ordnance (UXO) Technician I	31.23
30492 - Unexploded Ordnance (UXO) Technician II	37.79
30493 - Unexploded Ordnance (UXO) Technician III	45.29
30494 - Unexploded (UXO) Safety Escort	31.23
30495 - Unexploded (UXO) Sweep Personnel	31.23
30501 - Weather Forecaster I	30.78
30502 - Weather Forecaster II	37.45
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	37.79
31020 - Bus Aide	21.50
31030 - Bus Driver	29.88
31043 - Driver Courier	21.54
31260 - Parking and Lot Attendant	15.35
31290 - Shuttle Bus Driver	21.19
31310 - Taxi Driver	17.34
31361 - Truckdriver Light	23.31
31362 - Truckdriver Medium	24.93
31363 - Truckdriver Heavy	26.84
31364 - Truckdriver Tractor-Trailer	26.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	15.76
99050 - Desk Clerk	18.34
99095 - Embalmer	28.17
99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker I	18.61
99252 - Laboratory Animal Caretaker II	20.13
99260 - Marketing Analyst	43.88
99310 - Mortician	29.47
99410 - Pest Controller	22.79
99510 - Photofinishing Worker	22.97
99710 - Recycling Laborer	35.09
99711 - Recycling Specialist	40.54
99730 - Refuse Collector	31.57
99810 - Sales Clerk	16.47
99820 - School Crossing Guard	19.02
99830 - Survey Party Chief	43.06
99831 - Surveying Aide	25.91
99832 - Surveying Technician	37.88
99840 - Vending Machine Attendant	18.34
99841 - Vending Machine Repairer	21.34
99842 - Vending Machine Repairer Helper	18.34

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5633 Revision No.: 15 Date Of Last Revision: 03/15/2022

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: California

Area: California County of Monterey

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.85
01012 - Accounting Clerk II		21.18
01013 - Accounting Clerk III		23.68
01020 - Administrative Assistant		29.49
01035 - Court Reporter		21.79
01041 - Customer Service Representative I		16.57
01042 - Customer Service Representative II		18.05
01043 - Customer Service Representative III		20.27
01051 - Data Entry Operator I		16.80
01052 - Data Entry Operator II		18.33
01060 - Dispatcher Motor Vehicle		22.22
01070 - Document Preparation Clerk		16.96
01090 - Duplicating Machine Operator		16.38
01111 - General Clerk I		17.38
01112 - General Clerk II		18.97
01113 - General Clerk III		21.29

01120 - Housing Referral Assistant	24.29
01141 - Messenger Courier	16.30
01191 - Order Clerk I	18.57
01192 - Order Clerk II	20.26
01261 - Personnel Assistant (Employment) I	19.56
01262 - Personnel Assistant (Employment) II	21.87
01263 - Personnel Assistant (Employment) III	24.38
01270 - Production Control Clerk	26.42
01290 - Rental Clerk	16.33
01300 - Scheduler Maintenance	19.49
01311 - Secretary I	19.49
01312 - Secretary II	21.79
01313 - Secretary III	24.29
01320 - Service Order Dispatcher	19.22
01410 - Supply Technician	29.49
01420 - Survey Worker	28.41
01460 - Switchboard Operator/Receptionist	16.36
01531 - Travel Clerk I	16.61
01532 - Travel Clerk II	17.62
01533 - Travel Clerk III	18.91
01611 - Word Processor I	17.35
01612 - Word Processor II	19.49
01613 - Word Processor III	21.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	33.12
05010 - Automotive Electrician	24.56
05040 - Automotive Glass Installer	23.35
05070 - Automotive Worker	23.35
05110 - Mobile Equipment Servicer	20.94
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	23.35
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.74
05250 - Motor Vehicle Upholstery Worker	22.16
05280 - Motor Vehicle Wrecker	23.35
05310 - Painter Automotive	24.56
05340 - Radiator Repair Specialist	23.35
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	19.38
07042 - Cook II	21.61
07070 - Dishwasher	13.85***
07130 - Food Service Worker	14.90***
07210 - Meat Cutter	20.06
07260 - Waiter/Waitress	14.13***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.16
09040 - Furniture Handler	19.87
09080 - Furniture Refinisher	28.16
09090 - Furniture Refinisher Helper	22.64
09110 - Furniture Repairer Minor	25.40
09130 - Upholsterer	28.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.62***
11060 - Elevator Operator	15.58
11090 - Gardener	20.67
11122 - Housekeeping Aide	15.58
11150 - Janitor	15.58
11210 - Laborer Grounds Maintenance	17.11
11240 - Maid or Houseman	16.03
11260 - Pruner	15.94
11270 - Tractor Operator	19.50
11330 - Trail Maintenance Worker	17.11

11360 - Window Cleaner	16.73
12000 - Health Occupations	
12010 - Ambulance Driver	28.62
12011 - Breath Alcohol Technician	28.62
12012 - Certified Occupational Therapist Assistant	39.39
12015 - Certified Physical Therapist Assistant	36.69
12020 - Dental Assistant	21.89
12025 - Dental Hygienist	54.69
12030 - EKG Technician	39.97
12035 - Electroneurodiagnostic Technologist	39.97
12040 - Emergency Medical Technician	28.62
12071 - Licensed Practical Nurse I	23.59
12072 - Licensed Practical Nurse II	26.38
12073 - Licensed Practical Nurse III	29.40
12100 - Medical Assistant	18.81
12130 - Medical Laboratory Technician	30.98
12160 - Medical Record Clerk	24.60
12190 - Medical Record Technician	27.53
12195 - Medical Transcriptionist	25.65
12210 - Nuclear Medicine Technologist	57.97
12221 - Nursing Assistant I	14.72***
12222 - Nursing Assistant II	16.55
12223 - Nursing Assistant III	18.05
12224 - Nursing Assistant IV	20.28
12235 - Optical Dispenser	20.73
12236 - Optical Technician	23.59
12250 - Pharmacy Technician	22.64
12280 - Phlebotomist	25.55
12305 - Radiologic Technologist	51.37
12311 - Registered Nurse I	37.39
12312 - Registered Nurse II	45.73
12313 - Registered Nurse II Specialist	45.73
12314 - Registered Nurse III	56.13
12315 - Registered Nurse III Anesthetist	56.13
12316 - Registered Nurse IV	66.32
12317 - Scheduler (Drug and Alcohol Testing)	35.45
12320 - Substance Abuse Treatment Counselor	23.45
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.87
13012 - Exhibits Specialist II	33.28
13013 - Exhibits Specialist III	40.71
13041 - Illustrator I	26.87
13042 - Illustrator II	33.28
13043 - Illustrator III	40.71
13047 - Librarian	36.86
13050 - Library Aide/Clerk	18.73
13054 - Library Information Technology Systems Administrator	33.28
13058 - Library Technician	21.87
13061 - Media Specialist I	24.03
13062 - Media Specialist II	26.87
13063 - Media Specialist III	29.95
13071 - Photographer I	24.03
13072 - Photographer II	26.87
13073 - Photographer III	33.28
13074 - Photographer IV	40.71
13075 - Photographer V	49.27
13090 - Technical Order Library Clerk	23.53
13110 - Video Teleconference Technician	24.03
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.67
14042 - Computer Operator II	22.69
14043 - Computer Operator III	25.28
14044 - Computer Operator IV	28.12
14045 - Computer Operator V	28.70

14071 - Computer Programmer I	(see 1)	27.35
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		19.67
14160 - Personal Computer Support Technician		28.12
14170 - System Support Specialist		32.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.68
15020 - Aircrew Training Devices Instructor (Rated)		40.74
15030 - Air Crew Training Devices Instructor (Pilot)		48.85
15050 - Computer Based Training Specialist / Instructor		33.68
15060 - Educational Technologist		39.67
15070 - Flight Instructor (Pilot)		48.85
15080 - Graphic Artist		26.61
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.85
15086 - Maintenance Test Pilot Rotary Wing		48.85
15088 - Non-Maintenance Test/Co-Pilot		48.85
15090 - Technical Instructor		31.36
15095 - Technical Instructor/Course Developer		38.36
15110 - Test Proctor		25.32
15120 - Tutor		25.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		17.89
16030 - Counter Attendant		17.89
16040 - Dry Cleaner		20.46
16070 - Finisher Flatwork Machine		17.89
16090 - Presser Hand		17.89
16110 - Presser Machine Drycleaning		17.89
16130 - Presser Machine Shirts		17.89
16160 - Presser Machine Wearing Apparel Laundry		17.89
16190 - Sewing Machine Operator		21.32
16220 - Tailor		22.17
16250 - Washer Machine		18.74
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.98
19040 - Tool And Die Maker		37.95
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.57
21030 - Material Coordinator		24.24
21040 - Material Expediter		24.24
21050 - Material Handling Laborer		14.87***
21071 - Order Filler		15.57
21080 - Production Line Worker (Food Processing)		17.57
21110 - Shipping Packer		18.10
21130 - Shipping/Receiving Clerk		18.10
21140 - Store Worker I		17.35
21150 - Stock Clerk		21.52
21210 - Tools And Parts Attendant		17.57
21410 - Warehouse Specialist		17.57
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.91
23019 - Aircraft Logs and Records Technician		27.50
23021 - Aircraft Mechanic I		31.97
23022 - Aircraft Mechanic II		32.91
23023 - Aircraft Mechanic III		34.29
23040 - Aircraft Mechanic Helper		24.52
23050 - Aircraft Painter		30.48
23060 - Aircraft Servicer		27.50
23070 - Aircraft Survival Flight Equipment Technician		30.48
23080 - Aircraft Worker		28.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		28.99

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	31.97
II	
23110 - Appliance Mechanic	31.98
23120 - Bicycle Repairer	25.28
23125 - Cable Splicer	33.54
23130 - Carpenter Maintenance	36.61
23140 - Carpet Layer	28.00
23160 - Electrician Maintenance	36.10
23181 - Electronics Technician Maintenance I	30.40
23182 - Electronics Technician Maintenance II	31.98
23183 - Electronics Technician Maintenance III	33.54
23260 - Fabric Worker	28.85
23290 - Fire Alarm System Mechanic	30.89
23310 - Fire Extinguisher Repairer	27.27
23311 - Fuel Distribution System Mechanic	31.10
23312 - Fuel Distribution System Operator	25.26
23370 - General Maintenance Worker	23.15
23380 - Ground Support Equipment Mechanic	31.97
23381 - Ground Support Equipment Servicer	27.50
23382 - Ground Support Equipment Worker	28.99
23391 - Gunsmith I	27.27
23392 - Gunsmith II	30.40
23393 - Gunsmith III	33.54
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.08
23430 - Heavy Equipment Mechanic	33.23
23440 - Heavy Equipment Operator	33.38
23460 - Instrument Mechanic	33.54
23465 - Laboratory/Shelter Mechanic	31.98
23470 - Laborer	14.87***
23510 - Locksmith	31.98
23530 - Machinery Maintenance Mechanic	28.78
23550 - Machinist Maintenance	24.81
23580 - Maintenance Trades Helper	17.55
23591 - Metrology Technician I	33.54
23592 - Metrology Technician II	35.07
23593 - Metrology Technician III	36.53
23640 - Millwright	33.54
23710 - Office Appliance Repairer	24.95
23760 - Painter Maintenance	29.40
23790 - Pipefitter Maintenance	29.34
23810 - Plumber Maintenance	29.33
23820 - Pneudraulic Systems Mechanic	33.54
23850 - Rigger	33.54
23870 - Scale Mechanic	30.40
23890 - Sheet-Metal Worker Maintenance	39.04
23910 - Small Engine Mechanic	25.40
23931 - Telecommunications Mechanic I	35.02
23932 - Telecommunications Mechanic II	36.63
23950 - Telephone Lineman	35.70
23960 - Welder Combination Maintenance	25.17
23965 - Well Driller	33.54
23970 - Woodcraft Worker	33.54
23980 - Woodworker	27.27
24000 - Personal Needs Occupations	
24550 - Case Manager	19.09
24570 - Child Care Attendant	15.81
24580 - Child Care Center Clerk	20.11
24610 - Chore Aide	14.74***
24620 - Family Readiness And Support Services Coordinator	19.09
24630 - Homemaker	19.32



25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.24
25040 - Sewage Plant Operator	38.38
25070 - Stationary Engineer	39.24
25190 - Ventilation Equipment Tender	30.08
25210 - Water Treatment Plant Operator	38.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.48
27007 - Baggage Inspector	16.53
27008 - Corrections Officer	30.61
27010 - Court Security Officer	30.20
27030 - Detection Dog Handler	18.48
27040 - Detention Officer	33.67
27070 - Firefighter	28.19
27101 - Guard I	16.53
27102 - Guard II	18.48
27131 - Police Officer I	37.06
27132 - Police Officer II	41.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.04
28042 - Carnival Equipment Repairer	18.06
28043 - Carnival Worker	13.93***
28210 - Gate Attendant/Gate Tender	17.86
28310 - Lifeguard	15.93
28350 - Park Attendant (Aide)	20.00
28510 - Recreation Aide/Health Facility Attendant	14.59***
28515 - Recreation Specialist	24.76
28630 - Sports Official	15.92
28690 - Swimming Pool Operator	20.67
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.40
29020 - Hatch Tender	30.40
29030 - Line Handler	30.40
29041 - Stevedore I	28.85
29042 - Stevedore II	31.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	49.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.88
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	37.32
30021 - Archeological Technician I	21.83
30022 - Archeological Technician II	24.41
30023 - Archeological Technician III	30.24
30030 - Cartographic Technician	30.24
30040 - Civil Engineering Technician	30.24
30051 - Cryogenic Technician I	32.23
30052 - Cryogenic Technician II	35.60
30061 - Drafter/CAD Operator I	21.83
30062 - Drafter/CAD Operator II	24.41
30063 - Drafter/CAD Operator III	27.21
30064 - Drafter/CAD Operator IV	33.49
30081 - Engineering Technician I	19.44
30082 - Engineering Technician II	21.83
30083 - Engineering Technician III	24.41
30084 - Engineering Technician IV	30.39
30085 - Engineering Technician V	37.00
30086 - Engineering Technician VI	44.77
30090 - Environmental Technician	28.81
30095 - Evidence Control Specialist	29.11
30210 - Laboratory Technician	25.20
30221 - Latent Fingerprint Technician I	32.23
30222 - Latent Fingerprint Technician II	35.60
30240 - Mathematical Technician	30.24
30361 - Paralegal/Legal Assistant I	22.77
30362 - Paralegal/Legal Assistant II	28.20
30363 - Paralegal/Legal Assistant III	34.49

30364 - Paralegal/Legal Assistant IV	41.73
30375 - Petroleum Supply Specialist	35.60
30390 - Photo-Optics Technician	30.24
30395 - Radiation Control Technician	35.60
30461 - Technical Writer I	29.11
30462 - Technical Writer II	35.60
30463 - Technical Writer III	43.08
30491 - Unexploded Ordnance (UXO) Technician I	31.23
30492 - Unexploded Ordnance (UXO) Technician II	37.79
30493 - Unexploded Ordnance (UXO) Technician III	45.29
30494 - Unexploded (UXO) Safety Escort	31.23
30495 - Unexploded (UXO) Sweep Personnel	31.23
30501 - Weather Forecaster I	33.49
30502 - Weather Forecaster II	40.75
30620 - Weather Observer Combined Upper Air Or (see 2)	27.21
Surface Programs	
30621 - Weather Observer Senior (see 2)	30.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	22.35
31030 - Bus Driver	29.78
31043 - Driver Courier	15.35
31260 - Parking and Lot Attendant	14.29***
31290 - Shuttle Bus Driver	17.90
31310 - Taxi Driver	16.46
31361 - Truckdriver Light	16.27
31362 - Truckdriver Medium	17.22
31363 - Truckdriver Heavy	21.94
31364 - Truckdriver Tractor-Trailer	21.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	16.13
99050 - Desk Clerk	16.48
99095 - Embalmer	31.23
99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker I	16.13
99252 - Laboratory Animal Caretaker II	17.11
99260 - Marketing Analyst	30.70
99310 - Mortician	31.23
99410 - Pest Controller	20.01
99510 - Photofinishing Worker	16.41
99710 - Recycling Laborer	20.11
99711 - Recycling Specialist	30.12
99730 - Refuse Collector	24.60
99810 - Sales Clerk	15.50
99820 - School Crossing Guard	18.73
99830 - Survey Party Chief	42.00
99831 - Surveying Aide	21.99
99832 - Surveying Technician	30.12
99840 - Vending Machine Attendant	22.91
99841 - Vending Machine Repairer	27.09
99842 - Vending Machine Repairer Helper	22.91

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5637 Revision No.: 21 Date Of Last Revision: 03/15/2022

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: California

Area: California Counties of San Francisco San Mateo

#### OCCUPATION NOTE:

Janitor: The rate listed on this WD for the ""Janitor"" occupation applies only to San Mateo county. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the ""Janitor"" occupation in San Francisco County.

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.48
01012 - Accounting Clerk II		24.13
01013 - Accounting Clerk III		26.98
01020 - Administrative Assistant		40.02
01035 - Court Reporter		49.48
01041 - Customer Service Representative I		19.98
01042 - Customer Service Representative II		21.80

01043 - Customer Service Representative III	24.47
01051 - Data Entry Operator I	18.03
01052 - Data Entry Operator II	19.68
01060 - Dispatcher Motor Vehicle	29.13
01070 - Document Preparation Clerk	17.31
01090 - Duplicating Machine Operator	17.31
01111 - General Clerk I	18.33
01112 - General Clerk II	20.00
01113 - General Clerk III	22.47
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	19.52
01191 - Order Clerk I	19.92
01192 - Order Clerk II	21.74
01261 - Personnel Assistant (Employment) I	21.28
01262 - Personnel Assistant (Employment) II	23.79
01263 - Personnel Assistant (Employment) III	26.52
01270 - Production Control Clerk	30.22
01290 - Rental Clerk	19.43
01300 - Scheduler Maintenance	23.30
01311 - Secretary I	23.30
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	40.02
01420 - Survey Worker	27.28
01460 - Switchboard Operator/Receptionist	19.05
01531 - Travel Clerk I	20.52
01532 - Travel Clerk II	23.08
01533 - Travel Clerk III	25.99
01611 - Word Processor I	25.85
01612 - Word Processor II	29.02
01613 - Word Processor III	32.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	29.35
05010 - Automotive Electrician	27.23
05040 - Automotive Glass Installer	25.62
05070 - Automotive Worker	25.99
05110 - Mobile Equipment Servicer	22.91
05130 - Motor Equipment Metal Mechanic	28.55
05160 - Motor Equipment Metal Worker	25.99
05190 - Motor Vehicle Mechanic	28.55
05220 - Motor Vehicle Mechanic Helper	21.17
05250 - Motor Vehicle Upholstery Worker	24.50
05280 - Motor Vehicle Wrecker	25.99
05310 - Painter Automotive	27.23
05340 - Radiator Repair Specialist	25.99
05370 - Tire Repairer	18.14
05400 - Transmission Repair Specialist	28.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.26
07041 - Cook I	19.89
07042 - Cook II	22.57
07070 - Dishwasher	15.99
07130 - Food Service Worker	16.41
07210 - Meat Cutter	19.63
07260 - Waiter/Waitress	16.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.11
09040 - Furniture Handler	16.69
09080 - Furniture Refinisher	24.00
09090 - Furniture Refinisher Helper	19.60
09110 - Furniture Repairer Minor	21.31
09130 - Upholsterer	23.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.65



11060 - Elevator Operator	16.65
11090 - Gardener	25.51
11122 - Housekeeping Aide	18.36
11150 - Janitor	18.36
11210 - Laborer Grounds Maintenance	19.63
11240 - Maid or Houseman	20.38
11260 - Pruner	17.66
11270 - Tractor Operator	23.58
11330 - Trail Maintenance Worker	19.63
11360 - Window Cleaner	20.41
12000 - Health Occupations	
12010 - Ambulance Driver	24.06
12011 - Breath Alcohol Technician	32.03
12012 - Certified Occupational Therapist Assistant	37.63
12015 - Certified Physical Therapist Assistant	35.41
12020 - Dental Assistant	25.45
12025 - Dental Hygienist	57.24
12030 - EKG Technician	40.40
12035 - Electroneurodiagnostic Technologist	40.40
12040 - Emergency Medical Technician	24.06
12071 - Licensed Practical Nurse I	28.63
12072 - Licensed Practical Nurse II	32.03
12073 - Licensed Practical Nurse III	35.71
12100 - Medical Assistant	25.60
12130 - Medical Laboratory Technician	33.85
12160 - Medical Record Clerk	25.65
12190 - Medical Record Technician	28.68
12195 - Medical Transcriptionist	27.36
12210 - Nuclear Medicine Technologist	66.81
12221 - Nursing Assistant I	16.15
12222 - Nursing Assistant II	18.16
12223 - Nursing Assistant III	19.81
12224 - Nursing Assistant IV	22.24
12235 - Optical Dispenser	26.45
12236 - Optical Technician	24.22
12250 - Pharmacy Technician	24.87
12280 - Phlebotomist	25.92
12305 - Radiologic Technologist	55.65
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)	39.68
12320 - Substance Abuse Treatment Counselor	27.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.70
13012 - Exhibits Specialist II	31.84
13013 - Exhibits Specialist III	38.94
13041 - Illustrator I	29.12
13042 - Illustrator II	36.07
13043 - Illustrator III	44.12
13047 - Librarian	41.29
13050 - Library Aide/Clerk	22.28
13054 - Library Information Technology Systems Administrator	37.28
13058 - Library Technician	28.80
13061 - Media Specialist I	26.90
13062 - Media Specialist II	30.10
13063 - Media Specialist III	33.54
13071 - Photographer I	22.43
13072 - Photographer II	25.09
13073 - Photographer III	31.05
13074 - Photographer IV	38.02

13075 - Photographer V	45.99
13090 - Technical Order Library Clerk	24.54
13110 - Video Teleconference Technician	29.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.96
14042 - Computer Operator II	26.84
14043 - Computer Operator III	29.88
14044 - Computer Operator IV	33.19
14045 - Computer Operator V	36.77
14071 - Computer Programmer I	(see 2)
14072 - Computer Programmer II	(see 2)
14073 - Computer Programmer III	(see 2)
14074 - Computer Programmer IV	(see 2)
14101 - Computer Systems Analyst I	(see 2)
14102 - Computer Systems Analyst II	(see 2)
14103 - Computer Systems Analyst III	(see 2)
14150 - Peripheral Equipment Operator	23.96
14160 - Personal Computer Support Technician	33.19
14170 - System Support Specialist	41.30
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	41.35
15020 - Aircrew Training Devices Instructor (Rated)	50.04
15030 - Air Crew Training Devices Instructor (Pilot)	59.97
15050 - Computer Based Training Specialist / Instructor	41.35
15060 - Educational Technologist	35.06
15070 - Flight Instructor (Pilot)	59.97
15080 - Graphic Artist	35.62
15085 - Maintenance Test Pilot Fixed Jet/Prop	59.97
15086 - Maintenance Test Pilot Rotary Wing	59.97
15088 - Non-Maintenance Test/Co-Pilot	59.97
15090 - Technical Instructor	33.03
15095 - Technical Instructor/Course Developer	40.40
15110 - Test Proctor	26.67
15120 - Tutor	26.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	18.63
16030 - Counter Attendant	18.63
16040 - Dry Cleaner	21.30
16070 - Finisher Flatwork Machine	18.63
16090 - Presser Hand	18.63
16110 - Presser Machine Drycleaning	18.63
16130 - Presser Machine Shirts	18.63
16160 - Presser Machine Wearing Apparel Laundry	18.63
16190 - Sewing Machine Operator	22.18
16220 - Tailor	23.07
16250 - Washer Machine	19.52
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.12
19040 - Tool And Die Maker	34.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.98
21030 - Material Coordinator	30.22
21040 - Material Expediter	30.22
21050 - Material Handling Laborer	18.84
21071 - Order Filler	16.87
21080 - Production Line Worker (Food Processing)	21.98
21110 - Shipping Packer	19.78
21130 - Shipping/Receiving Clerk	19.78
21140 - Store Worker I	17.74
21150 - Stock Clerk	23.28
21210 - Tools And Parts Attendant	21.98
21410 - Warehouse Specialist	21.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	41.22
23019 - Aircraft Logs and Records Technician	33.18

23021 - Aircraft Mechanic I	39.23
23022 - Aircraft Mechanic II	41.22
23023 - Aircraft Mechanic III	42.97
23040 - Aircraft Mechanic Helper	28.67
23050 - Aircraft Painter	37.20
23060 - Aircraft Servicer	33.18
23070 - Aircraft Survival Flight Equipment Technician	37.20
23080 - Aircraft Worker	35.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.23
23110 - Appliance Mechanic	28.11
23120 - Bicycle Repairer	22.47
23125 - Cable Splicer	43.51
23130 - Carpenter Maintenance	34.38
23140 - Carpet Layer	31.96
23160 - Electrician Maintenance	50.38
23181 - Electronics Technician Maintenance I	34.76
23182 - Electronics Technician Maintenance II	36.73
23183 - Electronics Technician Maintenance III	38.72
23260 - Fabric Worker	29.26
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	30.21
23311 - Fuel Distribution System Mechanic	35.95
23312 - Fuel Distribution System Operator	28.42
23370 - General Maintenance Worker	26.76
23380 - Ground Support Equipment Mechanic	39.23
23381 - Ground Support Equipment Servicer	33.18
23382 - Ground Support Equipment Worker	35.21
23391 - Gunsmith I	30.21
23392 - Gunsmith II	34.28
23393 - Gunsmith III	38.19
23410 - Heating Ventilation And Air-Conditioning Mechanic	32.52
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	34.18
23430 - Heavy Equipment Mechanic	36.73
23440 - Heavy Equipment Operator	45.30
23460 - Instrument Mechanic	41.91
23465 - Laboratory/Shelter Mechanic	36.22
23470 - Laborer	18.84
23510 - Locksmith	27.98
23530 - Machinery Maintenance Mechanic	37.64
23550 - Machinist Maintenance	29.58
23580 - Maintenance Trades Helper	18.69
23591 - Metrology Technician I	41.91
23592 - Metrology Technician II	44.04
23593 - Metrology Technician III	45.91
23640 - Millwright	41.39
23710 - Office Appliance Repairer	23.08
23760 - Painter Maintenance	30.71
23790 - Pipefitter Maintenance	41.14
23810 - Plumber Maintenance	39.02
23820 - Pneudraulic Systems Mechanic	38.19
23850 - Rigger	35.44
23870 - Scale Mechanic	34.28
23890 - Sheet-Metal Worker Maintenance	36.39
23910 - Small Engine Mechanic	23.79
23931 - Telecommunications Mechanic I	36.29
23932 - Telecommunications Mechanic II	38.15
23950 - Telephone Lineman	35.63
23960 - Welder Combination Maintenance	32.75
23965 - Well Driller	33.43
23970 - Woodcraft Worker	38.19

23980 - Woodworker	30.21
24000 - Personal Needs Occupations	
24550 - Case Manager	22.10
24570 - Child Care Attendant	17.96
24580 - Child Care Center Clerk	22.38
24610 - Chore Aide	15.21
24620 - Family Readiness And Support Services Coordinator	22.10
24630 - Homemaker	22.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	50.98
25040 - Sewage Plant Operator	49.65
25070 - Stationary Engineer	50.98
25190 - Ventilation Equipment Tender	37.27
25210 - Water Treatment Plant Operator	49.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	42.10
27007 - Baggage Inspector	19.32
27008 - Corrections Officer	44.13
27010 - Court Security Officer	46.28
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	44.13
27070 - Firefighter	51.38
27101 - Guard I	19.32
27102 - Guard II	25.35
27131 - Police Officer I	54.15
27132 - Police Officer II	60.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.89
28042 - Carnival Equipment Repairer	21.52
28043 - Carnival Worker	14.90***
28210 - Gate Attendant/Gate Tender	21.94
28310 - Lifeguard	14.85***
28350 - Park Attendant (Aide)	24.54
28510 - Recreation Aide/Health Facility Attendant	17.91
28515 - Recreation Specialist	30.40
28630 - Sports Official	19.54
28690 - Swimming Pool Operator	24.42
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	38.57
29020 - Hatch Tender	38.57
29030 - Line Handler	38.57
29041 - Stevedore I	36.34
29042 - Stevedore II	40.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 3)	49.14
30011 - Air Traffic Control Specialist Station (HFO) (see 3)	33.88
30012 - Air Traffic Control Specialist Terminal (HFO) (see 3)	37.32
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	39.59
30051 - Cryogenic Technician I	32.83
30052 - Cryogenic Technician II	36.26
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	31.23
30095 - Evidence Control Specialist	29.65
30210 - Laboratory Technician	25.97
30221 - Latent Fingerprint Technician I	45.41
30222 - Latent Fingerprint Technician II	50.16
30240 - Mathematical Technician	43.43
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	36.26
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	36.26
30461 - Technical Writer I	35.93
30462 - Technical Writer II	43.96
30463 - Technical Writer III	53.16
30491 - Unexploded Ordnance (UXO) Technician I	31.23
30492 - Unexploded Ordnance (UXO) Technician II	37.79
30493 - Unexploded Ordnance (UXO) Technician III	45.29
30494 - Unexploded (UXO) Safety Escort	31.23
30495 - Unexploded (UXO) Sweep Personnel	31.23
30501 - Weather Forecaster I	35.81
30502 - Weather Forecaster II	43.55
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 3) 30.99
30621 - Weather Observer Senior	(see 3) 32.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	21.50
31030 - Bus Driver	29.88
31043 - Driver Courier	21.54
31260 - Parking and Lot Attendant	15.35
31290 - Shuttle Bus Driver	21.19
31310 - Taxi Driver	19.72
31361 - Truckdriver Light	23.31
31362 - Truckdriver Medium	24.97
31363 - Truckdriver Heavy	27.25
31364 - Truckdriver Tractor-Trailer	27.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	15.76
99050 - Desk Clerk	19.60
99095 - Embalmer	29.47
99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker I	18.61
99252 - Laboratory Animal Caretaker II	20.13
99260 - Marketing Analyst	43.88
99310 - Mortician	29.47
99410 - Pest Controller	24.35
99510 - Photofinishing Worker	23.56
99710 - Recycling Laborer	32.11
99711 - Recycling Specialist	38.15
99730 - Refuse Collector	28.90
99810 - Sales Clerk	16.47
99820 - School Crossing Guard	19.32
99830 - Survey Party Chief	55.55
99831 - Surveying Aide	32.11
99832 - Surveying Technician	37.88
99840 - Vending Machine Attendant	17.15
99841 - Vending Machine Repairer	20.06
99842 - Vending Machine Repairer Helper	17.15

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 12 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) JANITOR: The rate listed on this WD for the "Janitor" occupation applies only to Marin and San Mateo counties. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the "Janitor" occupation in San Francisco County.

2) 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).

3) 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))."

"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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5641 Revision No.: 19 Date Of Last Revision: 03/15/2022
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: California

Area: California County of Santa Clara

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.40
01012 - Accounting Clerk II		24.04
01013 - Accounting Clerk III		26.88
01020 - Administrative Assistant		42.64
01035 - Court Reporter		28.54
01041 - Customer Service Representative I		19.27
01042 - Customer Service Representative II		21.02
01043 - Customer Service Representative III		23.59
01051 - Data Entry Operator I		16.05
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		19.77
01090 - Duplicating Machine Operator		19.77
01111 - General Clerk I		17.98
01112 - General Clerk II		19.62
01113 - General Clerk III		22.02

01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	22.86
01191 - Order Clerk I	19.02
01192 - Order Clerk II	20.76
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	32.31
01290 - Rental Clerk	19.23
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.79
01410 - Supply Technician	42.64
01420 - Survey Worker	25.48
01460 - Switchboard Operator/Receptionist	19.16
01531 - Travel Clerk I	20.52
01532 - Travel Clerk II	22.39
01533 - Travel Clerk III	24.01
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	29.35
05010 - Automotive Electrician	27.27
05040 - Automotive Glass Installer	25.86
05070 - Automotive Worker	25.86
05110 - Mobile Equipment Servicer	22.98
05130 - Motor Equipment Metal Mechanic	28.69
05160 - Motor Equipment Metal Worker	25.86
05190 - Motor Vehicle Mechanic	28.69
05220 - Motor Vehicle Mechanic Helper	21.44
05250 - Motor Vehicle Upholstery Worker	24.45
05280 - Motor Vehicle Wrecker	25.86
05310 - Painter Automotive	27.27
05340 - Radiator Repair Specialist	25.86
05370 - Tire Repairer	17.95
05400 - Transmission Repair Specialist	28.69
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.58
07041 - Cook I	19.35
07042 - Cook II	21.78
07070 - Dishwasher	15.17
07130 - Food Service Worker	16.35
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	14.75***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.38
09040 - Furniture Handler	15.03
09080 - Furniture Refinisher	22.23
09090 - Furniture Refinisher Helper	17.59
09110 - Furniture Repairer Minor	20.07
09130 - Upholsterer	22.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.82
11060 - Elevator Operator	16.82
11090 - Gardener	25.80
11122 - Housekeeping Aide	18.04
11150 - Janitor	18.04
11210 - Laborer Grounds Maintenance	20.56
11240 - Maid or Houseman	18.25
11260 - Pruner	18.82
11270 - Tractor Operator	24.07
11330 - Trail Maintenance Worker	20.56

11360 - Window Cleaner	19.71
12000 - Health Occupations	
12010 - Ambulance Driver	23.63
12011 - Breath Alcohol Technician	31.17
12012 - Certified Occupational Therapist Assistant	33.39
12015 - Certified Physical Therapist Assistant	36.68
12020 - Dental Assistant	27.12
12025 - Dental Hygienist	58.73
12030 - EKG Technician	37.39
12035 - Electroneurodiagnostic Technologist	37.39
12040 - Emergency Medical Technician	23.63
12071 - Licensed Practical Nurse I	27.86
12072 - Licensed Practical Nurse II	31.17
12073 - Licensed Practical Nurse III	34.75
12100 - Medical Assistant	23.47
12130 - Medical Laboratory Technician	32.23
12160 - Medical Record Clerk	26.49
12190 - Medical Record Technician	29.63
12195 - Medical Transcriptionist	24.87
12210 - Nuclear Medicine Technologist	63.58
12221 - Nursing Assistant I	14.14***
12222 - Nursing Assistant II	15.89
12223 - Nursing Assistant III	17.34
12224 - Nursing Assistant IV	19.48
12235 - Optical Dispenser	24.68
12236 - Optical Technician	22.04
12250 - Pharmacy Technician	23.51
12280 - Phlebotomist	23.16
12305 - Radiologic Technologist	47.42
12311 - Registered Nurse I	42.27
12312 - Registered Nurse II	51.71
12313 - Registered Nurse II Specialist	51.71
12314 - Registered Nurse III	62.83
12315 - Registered Nurse III Anesthetist	62.83
12316 - Registered Nurse IV	74.99
12317 - Scheduler (Drug and Alcohol Testing)	38.61
12320 - Substance Abuse Treatment Counselor	26.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.87
13012 - Exhibits Specialist II	28.33
13013 - Exhibits Specialist III	34.65
13041 - Illustrator I	29.53
13042 - Illustrator II	36.58
13043 - Illustrator III	44.74
13047 - Librarian	40.51
13050 - Library Aide/Clerk	21.18
13054 - Library Information Technology Systems Administrator	36.58
13058 - Library Technician	26.71
13061 - Media Specialist I	26.39
13062 - Media Specialist II	29.53
13063 - Media Specialist III	32.91
13071 - Photographer I	20.39
13072 - Photographer II	22.80
13073 - Photographer III	28.25
13074 - Photographer IV	34.55
13075 - Photographer V	41.81
13090 - Technical Order Library Clerk	26.46
13110 - Video Teleconference Technician	28.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.96
14042 - Computer Operator II	26.84
14043 - Computer Operator III	29.88
14044 - Computer Operator IV	33.19
14045 - Computer Operator V	36.77

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		23.96
14160 - Personal Computer Support Technician		33.19
14170 - System Support Specialist		42.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.72
15020 - Aircrew Training Devices Instructor (Rated)		51.70
15030 - Air Crew Training Devices Instructor (Pilot)		61.95
15050 - Computer Based Training Specialist / Instructor		42.72
15060 - Educational Technologist		36.31
15070 - Flight Instructor (Pilot)		61.95
15080 - Graphic Artist		35.59
15085 - Maintenance Test Pilot Fixed Jet/Prop		61.95
15086 - Maintenance Test Pilot Rotary Wing		61.95
15088 - Non-Maintenance Test/Co-Pilot		61.95
15090 - Technical Instructor		34.28
15095 - Technical Instructor/Course Developer		41.93
15110 - Test Proctor		27.67
15120 - Tutor		27.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		17.89
16030 - Counter Attendant		17.89
16040 - Dry Cleaner		20.46
16070 - Finisher Flatwork Machine		17.89
16090 - Presser Hand		17.89
16110 - Presser Machine Drycleaning		17.89
16130 - Presser Machine Shirts		17.89
16160 - Presser Machine Wearing Apparel Laundry		17.89
16190 - Sewing Machine Operator		21.32
16220 - Tailor		22.17
16250 - Washer Machine		18.74
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.58
19040 - Tool And Die Maker		30.54
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.65
21030 - Material Coordinator		31.54
21040 - Material Expediter		31.54
21050 - Material Handling Laborer		19.21
21071 - Order Filler		17.65
21080 - Production Line Worker (Food Processing)		22.65
21110 - Shipping Packer		19.06
21130 - Shipping/Receiving Clerk		19.06
21140 - Store Worker I		17.55
21150 - Stock Clerk		22.40
21210 - Tools And Parts Attendant		22.65
21410 - Warehouse Specialist		22.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.45
23019 - Aircraft Logs and Records Technician		30.44
23021 - Aircraft Mechanic I		35.70
23022 - Aircraft Mechanic II		37.45
23023 - Aircraft Mechanic III		39.02
23040 - Aircraft Mechanic Helper		26.69
23050 - Aircraft Painter		33.94
23060 - Aircraft Servicer		30.44
23070 - Aircraft Survival Flight Equipment Technician		33.94
23080 - Aircraft Worker		32.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		32.20

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	35.70
II	
23110 - Appliance Mechanic	31.74
23120 - Bicycle Repairer	18.68
23125 - Cable Splicer	45.50
23130 - Carpenter Maintenance	30.90
23140 - Carpet Layer	28.73
23160 - Electrician Maintenance	36.66
23181 - Electronics Technician Maintenance I	27.16
23182 - Electronics Technician Maintenance II	28.64
23183 - Electronics Technician Maintenance III	30.12
23260 - Fabric Worker	30.30
23290 - Fire Alarm System Mechanic	30.85
23310 - Fire Extinguisher Repairer	28.48
23311 - Fuel Distribution System Mechanic	37.64
23312 - Fuel Distribution System Operator	30.16
23370 - General Maintenance Worker	24.65
23380 - Ground Support Equipment Mechanic	35.70
23381 - Ground Support Equipment Servicer	30.44
23382 - Ground Support Equipment Worker	32.20
23391 - Gunsmith I	28.48
23392 - Gunsmith II	32.05
23393 - Gunsmith III	35.55
23410 - Heating Ventilation And Air-Conditioning Mechanic	36.06
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	37.81
23430 - Heavy Equipment Mechanic	37.18
23440 - Heavy Equipment Operator	44.34
23460 - Instrument Mechanic	32.43
23465 - Laboratory/Shelter Mechanic	33.80
23470 - Laborer	19.21
23510 - Locksmith	31.85
23530 - Machinery Maintenance Mechanic	35.81
23550 - Machinist Maintenance	27.28
23580 - Maintenance Trades Helper	24.12
23591 - Metrology Technician I	32.43
23592 - Metrology Technician II	34.01
23593 - Metrology Technician III	35.43
23640 - Millwright	35.55
23710 - Office Appliance Repairer	22.89
23760 - Painter Maintenance	26.80
23790 - Pipefitter Maintenance	34.99
23810 - Plumber Maintenance	33.26
23820 - Pneudraulic Systems Mechanic	35.55
23850 - Rigger	35.55
23870 - Scale Mechanic	32.05
23890 - Sheet-Metal Worker Maintenance	35.18
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic I	29.47
23932 - Telecommunications Mechanic II	30.91
23950 - Telephone Lineman	44.07
23960 - Welder Combination Maintenance	26.80
23965 - Well Driller	35.55
23970 - Woodcraft Worker	35.55
23980 - Woodworker	28.48
24000 - Personal Needs Occupations	
24550 - Case Manager	26.84
24570 - Child Care Attendant	15.02
24580 - Child Care Center Clerk	18.73
24610 - Chore Aide	14.80***
24620 - Family Readiness And Support Services Coordinator	26.84
24630 - Homemaker	26.84

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	52.86
25040 - Sewage Plant Operator	44.15
25070 - Stationary Engineer	52.86
25190 - Ventilation Equipment Tender	39.51
25210 - Water Treatment Plant Operator	44.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	33.86
27007 - Baggage Inspector	18.84
27008 - Corrections Officer	40.10
27010 - Court Security Officer	46.90
27030 - Detection Dog Handler	21.07
27040 - Detention Officer	40.10
27070 - Firefighter	53.37
27101 - Guard I	18.84
27102 - Guard II	21.07
27131 - Police Officer I	57.31
27132 - Police Officer II	63.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.18
28042 - Carnival Equipment Repairer	19.48
28043 - Carnival Worker	14.21***
28210 - Gate Attendant/Gate Tender	25.80
28310 - Lifeguard	15.94
28350 - Park Attendant (Aide)	28.86
28510 - Recreation Aide/Health Facility Attendant	21.05
28515 - Recreation Specialist	34.02
28630 - Sports Official	22.97
28690 - Swimming Pool Operator	21.93
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.96
29020 - Hatch Tender	33.96
29030 - Line Handler	33.96
29041 - Stevedore I	32.11
29042 - Stevedore II	35.81
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	49.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.88
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	37.32
30021 - Archeological Technician I	25.69
30022 - Archeological Technician II	28.74
30023 - Archeological Technician III	32.49
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	36.97
30051 - Cryogenic Technician I	30.18
30052 - Cryogenic Technician II	33.34
30061 - Drafter/CAD Operator I	25.69
30062 - Drafter/CAD Operator II	28.74
30063 - Drafter/CAD Operator III	32.03
30064 - Drafter/CAD Operator IV	38.48
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	33.56
30095 - Evidence Control Specialist	27.25
30210 - Laboratory Technician	24.42
30221 - Latent Fingerprint Technician I	35.49
30222 - Latent Fingerprint Technician II	39.20
30240 - Mathematical Technician	43.43
30361 - Paralegal/Legal Assistant I	23.32
30362 - Paralegal/Legal Assistant II	28.89
30363 - Paralegal/Legal Assistant III	35.33

30364 - Paralegal/Legal Assistant IV	42.76
30375 - Petroleum Supply Specialist	33.34
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	33.34
30461 - Technical Writer I	37.36
30462 - Technical Writer II	45.69
30463 - Technical Writer III	55.28
30491 - Unexploded Ordnance (UXO) Technician I	31.23
30492 - Unexploded Ordnance (UXO) Technician II	37.79
30493 - Unexploded Ordnance (UXO) Technician III	45.29
30494 - Unexploded (UXO) Safety Escort	31.23
30495 - Unexploded (UXO) Sweep Personnel	31.23
30501 - Weather Forecaster I	38.48
30502 - Weather Forecaster II	46.80
30620 - Weather Observer Combined Upper Air Or (see 2)	32.03
Surface Programs	
30621 - Weather Observer Senior (see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	21.82
31030 - Bus Driver	30.33
31043 - Driver Courier	21.79
31260 - Parking and Lot Attendant	15.54
31290 - Shuttle Bus Driver	21.23
31310 - Taxi Driver	16.43
31361 - Truckdriver Light	23.35
31362 - Truckdriver Medium	24.87
31363 - Truckdriver Heavy	24.99
31364 - Truckdriver Tractor-Trailer	24.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	15.83
99050 - Desk Clerk	15.84
99095 - Embalmer	29.38
99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker I	20.73
99252 - Laboratory Animal Caretaker II	22.22
99260 - Marketing Analyst	54.34
99310 - Mortician	29.38
99410 - Pest Controller	23.02
99510 - Photofinishing Worker	17.28
99710 - Recycling Laborer	29.63
99711 - Recycling Specialist	34.69
99730 - Refuse Collector	26.91
99810 - Sales Clerk	17.06
99820 - School Crossing Guard	22.60
99830 - Survey Party Chief	46.31
99831 - Surveying Aide	23.31
99832 - Surveying Technician	29.38
99840 - Vending Machine Attendant	14.98***
99841 - Vending Machine Repairer	17.63
99842 - Vending Machine Repairer Helper	14.98***

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.



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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5619 Revision No.: 17 Date Of Last Revision: 03/15/2022

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: California

Area: California County of Stanislaus

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.72
01012 - Accounting Clerk II		18.77
01013 - Accounting Clerk III		21.01
01020 - Administrative Assistant		27.53
01035 - Court Reporter		18.28
01041 - Customer Service Representative I		15.30
01042 - Customer Service Representative II		17.20
01043 - Customer Service Representative III		18.76
01051 - Data Entry Operator I		17.41
01052 - Data Entry Operator II		18.99
01060 - Dispatcher Motor Vehicle		19.74
01070 - Document Preparation Clerk		17.62
01090 - Duplicating Machine Operator		17.62
01111 - General Clerk I		14.68***
01112 - General Clerk II		16.03
01113 - General Clerk III		17.99

01120 - Housing Referral Assistant	20.39
01141 - Messenger Courier	19.18
01191 - Order Clerk I	17.24
01192 - Order Clerk II	18.81
01261 - Personnel Assistant (Employment) I	16.24
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	23.41
01290 - Rental Clerk	14.77***
01300 - Scheduler Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	19.64
01410 - Supply Technician	27.53
01420 - Survey Worker	19.28
01460 - Switchboard Operator/Receptionist	14.94***
01531 - Travel Clerk I	15.49
01532 - Travel Clerk II	16.73
01533 - Travel Clerk III	17.99
01611 - Word Processor I	14.49***
01612 - Word Processor II	16.27
01613 - Word Processor III	18.21
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.36
05010 - Automotive Electrician	22.20
05040 - Automotive Glass Installer	21.06
05070 - Automotive Worker	21.06
05110 - Mobile Equipment Servicer	18.70
05130 - Motor Equipment Metal Mechanic	23.18
05160 - Motor Equipment Metal Worker	21.06
05190 - Motor Vehicle Mechanic	23.18
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.91
05280 - Motor Vehicle Wrecker	21.06
05310 - Painter Automotive	22.21
05340 - Radiator Repair Specialist	21.06
05370 - Tire Repairer	16.49
05400 - Transmission Repair Specialist	23.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	15.17
07042 - Cook II	17.02
07070 - Dishwasher	12.99***
07130 - Food Service Worker	13.02***
07210 - Meat Cutter	17.34
07260 - Waiter/Waitress	13.32***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.53
09040 - Furniture Handler	12.88***
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.94***
09110 - Furniture Repairer Minor	15.13
09130 - Upholsterer	18.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.97***
11060 - Elevator Operator	17.91
11090 - Gardener	21.58
11122 - Housekeeping Aide	17.91
11150 - Janitor	17.91
11210 - Laborer Grounds Maintenance	17.49
11240 - Maid or Houseman	13.44***
11260 - Pruner	16.07
11270 - Tractor Operator	20.26
11330 - Trail Maintenance Worker	17.49

11360 - Window Cleaner	19.48
12000 - Health Occupations	
12010 - Ambulance Driver	17.93
12011 - Breath Alcohol Technician	25.30
12012 - Certified Occupational Therapist Assistant	34.71
12015 - Certified Physical Therapist Assistant	31.80
12020 - Dental Assistant	19.15
12025 - Dental Hygienist	52.29
12030 - EKG Technician	32.53
12035 - Electroneurodiagnostic Technologist	32.53
12040 - Emergency Medical Technician	17.93
12071 - Licensed Practical Nurse I	22.61
12072 - Licensed Practical Nurse II	25.30
12073 - Licensed Practical Nurse III	28.21
12100 - Medical Assistant	17.53
12130 - Medical Laboratory Technician	25.60
12160 - Medical Record Clerk	18.21
12190 - Medical Record Technician	20.38
12195 - Medical Transcriptionist	23.89
12210 - Nuclear Medicine Technologist	55.60
12221 - Nursing Assistant I	12.02***
12222 - Nursing Assistant II	13.50***
12223 - Nursing Assistant III	14.73***
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	18.30
12236 - Optical Technician	22.61
12250 - Pharmacy Technician	21.51
12280 - Phlebotomist	21.21
12305 - Radiologic Technologist	41.90
12311 - Registered Nurse I	29.86
12312 - Registered Nurse II	36.52
12313 - Registered Nurse II Specialist	36.33
12314 - Registered Nurse III	44.20
12315 - Registered Nurse III Anesthetist	44.20
12316 - Registered Nurse IV	52.97
12317 - Scheduler (Drug and Alcohol Testing)	31.34
12320 - Substance Abuse Treatment Counselor	28.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.15
13012 - Exhibits Specialist II	29.54
13013 - Exhibits Specialist III	36.13
13041 - Illustrator I	23.16
13042 - Illustrator II	29.54
13043 - Illustrator III	36.13
13047 - Librarian	32.70
13050 - Library Aide/Clerk	17.91
13054 - Library Information Technology Systems Administrator	29.54
13058 - Library Technician	19.56
13061 - Media Specialist I	20.20
13062 - Media Specialist II	22.61
13063 - Media Specialist III	25.20
13071 - Photographer I	17.19
13072 - Photographer II	19.24
13073 - Photographer III	23.83
13074 - Photographer IV	29.14
13075 - Photographer V	35.27
13090 - Technical Order Library Clerk	22.50
13110 - Video Teleconference Technician	20.29
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.16
14042 - Computer Operator II	21.44
14043 - Computer Operator III	23.95
14044 - Computer Operator IV	26.61
14045 - Computer Operator V	29.48

14071 - Computer Programmer I	(see 1)	20.97
14072 - Computer Programmer II	(see 1)	25.96
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		19.16
14160 - Personal Computer Support Technician		26.61
14170 - System Support Specialist		38.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.91
15020 - Aircrew Training Devices Instructor (Rated)		34.98
15030 - Air Crew Training Devices Instructor (Pilot)		41.93
15050 - Computer Based Training Specialist / Instructor		28.91
15060 - Educational Technologist		40.93
15070 - Flight Instructor (Pilot)		41.93
15080 - Graphic Artist		21.62
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.93
15086 - Maintenance Test Pilot Rotary Wing		41.93
15088 - Non-Maintenance Test/Co-Pilot		41.93
15090 - Technical Instructor		24.57
15095 - Technical Instructor/Course Developer		30.07
15110 - Test Proctor		19.84
15120 - Tutor		19.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		15.47
16030 - Counter Attendant		15.47
16040 - Dry Cleaner		17.68
16070 - Finisher Flatwork Machine		15.47
16090 - Presser Hand		15.47
16110 - Presser Machine Drycleaning		15.47
16130 - Presser Machine Shirts		15.47
16160 - Presser Machine Wearing Apparel Laundry		15.47
16190 - Sewing Machine Operator		18.42
16220 - Tailor		19.15
16250 - Washer Machine		16.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.52
19040 - Tool And Die Maker		26.54
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.48
21030 - Material Coordinator		23.41
21040 - Material Expediter		23.41
21050 - Material Handling Laborer		15.85
21071 - Order Filler		13.79***
21080 - Production Line Worker (Food Processing)		20.48
21110 - Shipping Packer		18.15
21130 - Shipping/Receiving Clerk		18.15
21140 - Store Worker I		15.79
21150 - Stock Clerk		20.22
21210 - Tools And Parts Attendant		20.48
21410 - Warehouse Specialist		20.48
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.79
23019 - Aircraft Logs and Records Technician		24.51
23021 - Aircraft Mechanic I		28.52
23022 - Aircraft Mechanic II		29.79
23023 - Aircraft Mechanic III		31.12
23040 - Aircraft Mechanic Helper		21.68
23050 - Aircraft Painter		27.32
23060 - Aircraft Servicer		24.51
23070 - Aircraft Survival Flight Equipment Technician		27.32
23080 - Aircraft Worker		25.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.92



I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	28.52
II	
23110 - Appliance Mechanic	24.84
23120 - Bicycle Repairer	22.78
23125 - Cable Splicer	30.34
23130 - Carpenter Maintenance	24.87
23140 - Carpet Layer	22.43
23160 - Electrician Maintenance	28.49
23181 - Electronics Technician Maintenance I	26.44
23182 - Electronics Technician Maintenance II	27.88
23183 - Electronics Technician Maintenance III	29.10
23260 - Fabric Worker	24.51
23290 - Fire Alarm System Mechanic	24.85
23310 - Fire Extinguisher Repairer	23.09
23311 - Fuel Distribution System Mechanic	26.86
23312 - Fuel Distribution System Operator	21.75
23370 - General Maintenance Worker	22.44
23380 - Ground Support Equipment Mechanic	28.52
23381 - Ground Support Equipment Servicer	24.51
23382 - Ground Support Equipment Worker	25.92
23391 - Gunsmith I	23.09
23392 - Gunsmith II	25.92
23393 - Gunsmith III	28.52
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.81
23430 - Heavy Equipment Mechanic	30.58
23440 - Heavy Equipment Operator	34.95
23460 - Instrument Mechanic	28.69
23465 - Laboratory/Shelter Mechanic	27.32
23470 - Laborer	15.85
23510 - Locksmith	27.32
23530 - Machinery Maintenance Mechanic	28.17
23550 - Machinist Maintenance	25.10
23580 - Maintenance Trades Helper	15.33
23591 - Metrology Technician I	28.69
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	31.29
23640 - Millwright	28.52
23710 - Office Appliance Repairer	27.32
23760 - Painter Maintenance	20.63
23790 - Pipefitter Maintenance	28.07
23810 - Plumber Maintenance	26.94
23820 - Pneudraulic Systems Mechanic	28.52
23850 - Rigger	28.52
23870 - Scale Mechanic	25.92
23890 - Sheet-Metal Worker Maintenance	25.93
23910 - Small Engine Mechanic	25.92
23931 - Telecommunications Mechanic I	34.13
23932 - Telecommunications Mechanic II	35.64
23950 - Telephone Lineman	32.77
23960 - Welder Combination Maintenance	23.30
23965 - Well Driller	24.93
23970 - Woodcraft Worker	28.52
23980 - Woodworker	23.09
24000 - Personal Needs Occupations	
24550 - Case Manager	21.18
24570 - Child Care Attendant	14.69***
24580 - Child Care Center Clerk	18.33
24610 - Chore Aide	13.34***
24620 - Family Readiness And Support Services Coordinator	21.18
24630 - Homemaker	21.18

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.87
25040 - Sewage Plant Operator	30.83
25070 - Stationary Engineer	29.87
25190 - Ventilation Equipment Tender	22.63
25210 - Water Treatment Plant Operator	30.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.34
27007 - Baggage Inspector	14.48***
27008 - Corrections Officer	33.60
27010 - Court Security Officer	33.60
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	33.60
27070 - Firefighter	33.60
27101 - Guard I	14.48***
27102 - Guard II	18.61
27131 - Police Officer I	36.96
27132 - Police Officer II	41.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.17
28042 - Carnival Equipment Repairer	18.28
28043 - Carnival Worker	13.62***
28210 - Gate Attendant/Gate Tender	16.62
28310 - Lifeguard	14.40***
28350 - Park Attendant (Aide)	18.60
28510 - Recreation Aide/Health Facility Attendant	13.57***
28515 - Recreation Specialist	23.03
28630 - Sports Official	14.81***
28690 - Swimming Pool Operator	20.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.92
29020 - Hatch Tender	25.92
29030 - Line Handler	25.92
29041 - Stevedore I	24.51
29042 - Stevedore II	27.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	32.39
30051 - Cryogenic Technician I	27.56
30052 - Cryogenic Technician II	29.65
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.82
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	16.22
30082 - Engineering Technician II	18.20
30083 - Engineering Technician III	20.59
30084 - Engineering Technician IV	25.23
30085 - Engineering Technician V	30.86
30086 - Engineering Technician VI	37.33
30090 - Environmental Technician	26.19
30095 - Evidence Control Specialist	24.23
30210 - Laboratory Technician	24.82
30221 - Latent Fingerprint Technician I	26.84
30222 - Latent Fingerprint Technician II	29.65
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	20.90
30362 - Paralegal/Legal Assistant II	25.90
30363 - Paralegal/Legal Assistant III	31.68

30364 - Paralegal/Legal Assistant IV	38.33
30375 - Petroleum Supply Specialist	29.65
30390 - Photo-Optics Technician	26.83
30395 - Radiation Control Technician	29.65
30461 - Technical Writer I	25.61
30462 - Technical Writer II	31.31
30463 - Technical Writer III	37.88
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	30.53
30502 - Weather Forecaster II	37.14
30620 - Weather Observer Combined Upper Air Or	(see 2) 24.82
Surface Programs	
30621 - Weather Observer Senior	(see 2) 26.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.47***
31030 - Bus Driver	19.01
31043 - Driver Courier	15.25
31260 - Parking and Lot Attendant	13.30***
31290 - Shuttle Bus Driver	16.56
31310 - Taxi Driver	16.56
31361 - Truckdriver Light	16.06
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	20.97
31364 - Truckdriver Tractor-Trailer	20.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.63***
99050 - Desk Clerk	12.86***
99095 - Embalmer	25.80
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	14.32***
99252 - Laboratory Animal Caretaker II	15.25
99260 - Marketing Analyst	25.60
99310 - Mortician	25.80
99410 - Pest Controller	18.28
99510 - Photofinishing Worker	13.45***
99710 - Recycling Laborer	24.35
99711 - Recycling Specialist	28.21
99730 - Refuse Collector	22.39
99810 - Sales Clerk	13.95***
99820 - School Crossing Guard	15.06
99830 - Survey Party Chief	36.65
99831 - Surveying Aide	22.13
99832 - Surveying Technician	30.32
99840 - Vending Machine Attendant	17.89
99841 - Vending Machine Repairer	21.38
99842 - Vending Machine Repairer Helper	17.89

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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))."