

Standard Wage Determinants

From 2015-5579 to 2015-5667

March 24, 2022

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Standard Wage Determination No.: 2015-5579

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5579
Revision No.: 16
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon Counties of Coos Curry Douglas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.74
01012 - Accounting Clerk II		16.55
01013 - Accounting Clerk III		18.51
01020 - Administrative Assistant		29.55
01035 - Court Reporter		18.70
01041 - Customer Service Representative I		12.79
01042 - Customer Service Representative II		14.39

01043 - Customer Service Representative III	15.70
01051 - Data Entry Operator I	13.64
01052 - Data Entry Operator II	14.89
01060 - Dispatcher Motor Vehicle	22.66
01070 - Document Preparation Clerk	14.89
01090 - Duplicating Machine Operator	14.89
01111 - General Clerk I	13.70
01112 - General Clerk II	14.95
01113 - General Clerk III	16.79
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	12.76
01191 - Order Clerk I	14.96
01192 - Order Clerk II	16.33
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.85
01270 - Production Control Clerk	22.26
01290 - Rental Clerk	15.18
01300 - Scheduler Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.70
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	20.25
01410 - Supply Technician	29.55
01420 - Survey Worker	18.37
01460 - Switchboard Operator/Receptionist	14.67
01531 - Travel Clerk I	14.94
01532 - Travel Clerk II	16.21
01533 - Travel Clerk III	17.45
01611 - Word Processor I	14.89
01612 - Word Processor II	16.72
01613 - Word Processor III	18.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.79
Fiberglass	
05010 - Automotive Electrician	18.39
05040 - Automotive Glass Installer	17.36
05070 - Automotive Worker	17.36
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal	19.41
Mechanic	
05160 - Motor Equipment Metal Worker	17.36
05190 - Motor Vehicle Mechanic	19.41
05220 - Motor Vehicle Mechanic Helper	14.22

05250 - Motor Vehicle Upholstery Worker	16.29
05280 - Motor Vehicle Wrecker	17.36
05310 - Painter Automotive	18.65
05340 - Radiator Repair Specialist	17.36
05370 - Tire Repairer	15.97
05400 - Transmission Repair Specialist	19.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.70
07041 - Cook I	15.03
07042 - Cook II	17.13
07070 - Dishwasher	12.44
07130 - Food Service Worker	12.96
07210 - Meat Cutter	19.03
07260 - Waiter/Waitress	12.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	14.56
09080 - Furniture Refinisher	21.81
09090 - Furniture Refinisher Helper	16.87
09110 - Furniture Repairer Minor	19.32
09130 - Upholsterer	21.81
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.13
11060 - Elevator Operator	14.02
11090 - Gardener	19.11
11122 - Housekeeping Aide	14.02
11150 - Janitor	14.02
11210 - Laborer Grounds Maintenance	15.19
11240 - Maid or Houseman	13.54
11260 - Pruner	13.82
11270 - Tractor Operator	17.84
11330 - Trail Maintenance Worker	15.19
11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	24.82
12012 - Certified Occupational Therapist Assistant	34.05
12015 - Certified Physical Therapist Assistant	34.41
12020 - Dental Assistant	22.36
12025 - Dental Hygienist	43.72
12030 - EKG Technician	37.61
12035 - Electroneurodiagnostic Technologist	37.61

12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	22.19
12072 - Licensed Practical Nurse II	24.82
12073 - Licensed Practical Nurse III	27.66
12100 - Medical Assistant	17.52
12130 - Medical Laboratory Technician	27.29
Technician	
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	21.37
12195 - Medical Transcriptionist	19.63
12210 - Nuclear Medicine	54.54
Technologist	
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.39
12224 - Nursing Assistant IV	16.16
12235 - Optical Dispenser	16.79
12236 - Optical Technician	22.19
12250 - Pharmacy Technician	21.27
12280 - Phlebotomist	18.06
12305 - Radiologic Technologist	35.14
12311 - Registered Nurse I	24.98
12312 - Registered Nurse II	30.55
12313 - Registered Nurse II	30.55
Specialist	
12314 - Registered Nurse III	41.15
12315 - Registered Nurse III	41.15
Anesthetist	
12316 - Registered Nurse IV	44.31
12317 - Scheduler (Drug and Alcohol Testing)	30.74
Testing)	
12320 - Substance Abuse Treatment	26.96
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	15.72
13054 - Library Information	24.11
Technology Systems	
Administrator	
13058 - Library Technician	18.59
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70

13071 - Photographer I	16.86
13072 - Photographer II	18.86
13073 - Photographer III	23.36
13074 - Photographer IV	28.57
13075 - Photographer V	34.58
13090 - Technical Order Library	18.88
Clerk	
13110 - Video Teleconference	16.86
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.44
14042 - Computer Operator II	18.89
14043 - Computer Operator III	21.01
14044 - Computer Operator IV	23.33
14045 - Computer Operator V	25.92
14071 - Computer Programmer I	(see 1) 20.22
14072 - Computer Programmer II	(see 1) 25.04
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	17.44
Operator	
14160 - Personal Computer Support	27.40
Technician	
14170 - System Support Specialist	30.34
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	27.87
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	32.64
Instructor (Rated)	
15030 - Air Crew Training Devices	39.11
Instructor (Pilot)	
15050 - Computer Based Training	27.87
Specialist / Instructor	
15060 - Educational Technologist	33.11
15070 - Flight Instructor (Pilot)	39.11
15080 - Graphic Artist	26.43
15085 - Maintenance Test Pilot Fixed	39.11
Jet/Prop	
15086 - Maintenance Test Pilot	39.11
Rotary Wing	
15088 - Non-Maintenance Test/Co-	39.11
Pilot	
15090 - Technical Instructor	21.48
15095 - Technical Instructor/Course	26.43
Developer	
15110 - Test Proctor	17.34

15120 - Tutor	17.34
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.19
16030 - Counter Attendant	15.19
16040 - Dry Cleaner	17.35
16070 - Finisher Flatwork Machine	15.19
16090 - Presser Hand	15.19
16110 - Presser Machine Drycleaning	15.19
16130 - Presser Machine Shirts	15.19
16160 - Presser Machine Wearing	15.19
Apparel Laundry	
16190 - Sewing Machine Operator	18.07
16220 - Tailor	18.79
16250 - Washer Machine	15.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.37
19040 - Tool And Die Maker	32.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.27
21030 - Material Coordinator	23.33
21040 - Material Expediter	23.33
21050 - Material Handling Laborer	15.74
21071 - Order Filler	14.61
21080 - Production Line Worker (Food Processing)	22.27
21110 - Shipping Packer	19.24
21130 - Shipping/Receiving Clerk	19.24
21140 - Store Worker I	14.34
21150 - Stock Clerk	18.93
21210 - Tools And Parts Attendant	22.27
21410 - Warehouse Specialist	22.27
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23019 - Aircraft Logs and Records	23.35
Technician	
23021 - Aircraft Mechanic I	27.83
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.79
23040 - Aircraft Mechanic Helper	20.39
23050 - Aircraft Painter	26.37
23060 - Aircraft Servicer	23.35
23070 - Aircraft Survival Flight	26.37
Equipment Technician	
23080 - Aircraft Worker	24.90

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.83
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	20.24
23125 - Cable Splicer	41.00
23130 - Carpenter Maintenance	22.73
23140 - Carpet Layer	24.90
23160 - Electrician Maintenance	36.60
23181 - Electronics Technician Maintenance I	24.90
23182 - Electronics Technician Maintenance II	26.37
23183 - Electronics Technician Maintenance III	27.83
23260 - Fabric Worker	23.35
23290 - Fire Alarm System Mechanic	27.83
23310 - Fire Extinguisher Repairer	21.85
23311 - Fuel Distribution System Mechanic	27.83
23312 - Fuel Distribution System Operator	21.85
23370 - General Maintenance Worker	17.17
23380 - Ground Support Equipment Mechanic	27.83
23381 - Ground Support Equipment Servicer	23.35
23382 - Ground Support Equipment Worker	24.90
23391 - Gunsmith I	21.85
23392 - Gunsmith II	24.90
23393 - Gunsmith III	27.83
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.85
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	23.06
23460 - Instrument Mechanic	27.83
23465 - Laboratory/Shelter Mechanic	26.37
23470 - Laborer	15.74
23510 - Locksmith	26.37
23530 - Machinery Maintenance Mechanic	28.68
23550 - Machinist Maintenance	23.02

23580 - Maintenance Trades Helper	13.44
23591 - Metrology Technician I	27.83
23592 - Metrology Technician II	29.30
23593 - Metrology Technician III	30.79
23640 - Millwright	27.83
23710 - Office Appliance Repairer	25.26
23760 - Painter Maintenance	19.93
23790 - Pipefitter Maintenance	27.98
23810 - Plumber Maintenance	26.51
23820 - Pneudraulic Systems Mechanic	27.83
23850 - Rigger	27.83
23870 - Scale Mechanic	24.90
23890 - Sheet-Metal Worker	25.32
Maintenance	
23910 - Small Engine Mechanic	21.64
23931 - Telecommunications Mechanic	28.90
I	
23932 - Telecommunications Mechanic	30.38
II	
23950 - Telephone Lineman	26.65
23960 - Welder Combination	22.12
Maintenance	
23965 - Well Driller	27.83
23970 - Woodcraft Worker	27.83
23980 - Woodworker	21.85
24000 - Personal Needs Occupations	
24550 - Case Manager	19.43
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.34
24610 - Chore Aide	13.84
24620 - Family Readiness And Support	19.43
Services	
Coordinator	
24630 - Homemaker	19.43
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.76
25040 - Sewage Plant Operator	24.16
25070 - Stationary Engineer	26.76
25190 - Ventilation Equipment Tender	19.62
25210 - Water Treatment Plant	24.16
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	13.29
27008 - Corrections Officer	28.46
27010 - Court Security Officer	26.22
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	28.46
27070 - Firefighter	29.23

27101 - Guard I	13.29
27102 - Guard II	15.86
27131 - Police Officer I	27.52
27132 - Police Officer II	30.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.15
28042 - Carnival Equipment Repairer	17.30
28043 - Carnival Worker	12.51
28210 - Gate Attendant/Gate Tender	15.19
28310 - Lifeguard	13.27
28350 - Park Attendant (Aide)	17.00
28510 - Recreation Aide/Health	12.40
Facility Attendant	
28515 - Recreation Specialist	21.05
28630 - Sports Official	13.53
28690 - Swimming Pool Operator	19.71
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	24.90
29020 - Hatch Tender	24.90
29030 - Line Handler	24.90
29041 - Stevedore I	23.35
29042 - Stevedore II	26.37
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.45
30022 - Archeological Technician II	19.52
30023 - Archeological Technician III	24.18
30030 - Cartographic Technician	24.18
30040 - Civil Engineering Technician	31.24
30051 - Cryogenic Technician I	26.78
30052 - Cryogenic Technician II	29.58
30061 - Drafter/CAD Operator I	17.45
30062 - Drafter/CAD Operator II	19.52
30063 - Drafter/CAD Operator III	21.76
30064 - Drafter/CAD Operator IV	26.78
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	24.18
30095 - Evidence Control Specialist	24.18
30210 - Laboratory Technician	21.76

30221 - Latent Fingerprint Technician I	26.78
30222 - Latent Fingerprint Technician II	29.58
30240 - Mathematical Technician	24.18
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	29.58
30390 - Photo-Optics Technician	24.18
30395 - Radiation Control Technician	29.58
30461 - Technical Writer I	22.31
30462 - Technical Writer II	27.30
30463 - Technical Writer III	33.02
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	26.78
30502 - Weather Forecaster II	32.57
30620 - Weather Observer Combined (see 2)	21.76
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.41
31030 - Bus Driver	17.82
31043 - Driver Courier	16.84
31260 - Parking and Lot Attendant	13.96
31290 - Shuttle Bus Driver	17.70
31310 - Taxi Driver	16.07
31361 - Truckdriver Light	18.02
31362 - Truckdriver Medium	19.23
31363 - Truckdriver Heavy	21.88
31364 - Truckdriver Tractor-Trailer	21.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.63
99050 - Desk Clerk	13.62
99095 - Embalmer	25.95

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.83
I	
99252 - Laboratory Animal Caretaker	16.95
II	
99260 - Marketing Analyst	23.46
99310 - Mortician	25.95
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	23.41
99711 - Recycling Specialist	27.49
99730 - Refuse Collector	21.30
99810 - Sales Clerk	14.03
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	26.13
99831 - Surveying Aide	16.41
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.93
99842 - Vending Machine Repairer	18.79
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5581

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5581
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon Counties of Crook Jefferson Klamath Lake

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		28.34
01035 - Court Reporter		18.24
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76

01043 - Customer Service Representative III	16.10
01051 - Data Entry Operator I	13.31
01052 - Data Entry Operator II	14.52
01060 - Dispatcher Motor Vehicle	18.68
01070 - Document Preparation Clerk	14.52
01090 - Duplicating Machine Operator	14.52
01111 - General Clerk I	13.81
01112 - General Clerk II	15.07
01113 - General Clerk III	16.91
01120 - Housing Referral Assistant	20.33
01141 - Messenger Courier	15.44
01191 - Order Clerk I	15.61
01192 - Order Clerk II	17.04
01261 - Personnel Assistant (Employment) I	16.80
01262 - Personnel Assistant (Employment) II	18.79
01263 - Personnel Assistant (Employment) III	20.94
01270 - Production Control Clerk	23.39
01290 - Rental Clerk	15.82
01300 - Scheduler Maintenance	16.31
01311 - Secretary I	16.31
01312 - Secretary II	18.24
01313 - Secretary III	20.33
01320 - Service Order Dispatcher	16.70
01410 - Supply Technician	28.34
01420 - Survey Worker	18.24
01460 - Switchboard Operator/Receptionist	15.91
01531 - Travel Clerk I	15.36
01532 - Travel Clerk II	16.63
01533 - Travel Clerk III	17.88
01611 - Word Processor I	14.52
01612 - Word Processor II	16.31
01613 - Word Processor III	18.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.79
Fiberglass	
05010 - Automotive Electrician	19.09
05040 - Automotive Glass Installer	17.78
05070 - Automotive Worker	18.19
05110 - Mobile Equipment Servicer	16.03
05130 - Motor Equipment Metal	19.95
Mechanic	
05160 - Motor Equipment Metal Worker	18.19
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	15.10

05250 - Motor Vehicle Upholstery Worker	17.29
05280 - Motor Vehicle Wrecker	18.19
05310 - Painter Automotive	19.93
05340 - Radiator Repair Specialist	18.19
05370 - Tire Repairer	17.33
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.03
07041 - Cook I	15.69
07042 - Cook II	18.02
07070 - Dishwasher	12.54
07130 - Food Service Worker	13.55
07210 - Meat Cutter	18.99
07260 - Waiter/Waitress	12.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.71
09040 - Furniture Handler	13.19
09080 - Furniture Refinisher	20.71
09090 - Furniture Refinisher Helper	15.74
09110 - Furniture Repairer Minor	18.22
09130 - Upholsterer	20.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.57
11060 - Elevator Operator	15.45
11090 - Gardener	19.09
11122 - Housekeeping Aide	15.45
11150 - Janitor	15.45
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	13.49
11260 - Pruner	13.60
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.88
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	25.28
12012 - Certified Occupational Therapist Assistant	34.69
12015 - Certified Physical Therapist Assistant	34.69
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	40.43
12030 - EKG Technician	38.31
12035 - Electroneurodiagnostic Technologist	38.31

12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	22.61
12072 - Licensed Practical Nurse II	25.28
12073 - Licensed Practical Nurse III	28.18
12100 - Medical Assistant	18.48
12130 - Medical Laboratory Technician	28.31
Technician	
12160 - Medical Record Clerk	21.28
12190 - Medical Record Technician	23.79
12195 - Medical Transcriptionist	18.50
12210 - Nuclear Medicine Technologist	55.56
Technologist	
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.89
12235 - Optical Dispenser	17.96
12236 - Optical Technician	22.61
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	36.13
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.31
12313 - Registered Nurse II	29.31
Specialist	
12314 - Registered Nurse III	37.41
12315 - Registered Nurse III	37.41
Anesthetist	
12316 - Registered Nurse IV	42.51
12317 - Scheduler (Drug and Alcohol Testing)	31.32
Testing)	
12320 - Substance Abuse Treatment Counselor	21.84
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
Technology Systems Administrator	
13058 - Library Technician	19.29
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70

13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13090 - Technical Order Library	16.73
Clerk	
13110 - Video Teleconference	15.87
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.96
14042 - Computer Operator II	20.10
14043 - Computer Operator III	22.41
14044 - Computer Operator IV	24.89
14045 - Computer Operator V	27.58
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
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	17.96
Operator	
14160 - Personal Computer Support	27.66
Technician	
14170 - System Support Specialist	32.66
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.92
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.10
Instructor (Rated)	
15030 - Air Crew Training Devices	45.68
Instructor (Pilot)	
15050 - Computer Based Training	31.92
Specialist / Instructor	
15060 - Educational Technologist	32.39
15070 - Flight Instructor (Pilot)	45.68
15080 - Graphic Artist	26.48
15085 - Maintenance Test Pilot Fixed	45.68
Jet/Prop	
15086 - Maintenance Test Pilot	45.68
Rotary Wing	
15088 - Non-Maintenance Test/Co-	45.68
Pilot	
15090 - Technical Instructor	25.06
15095 - Technical Instructor/Course	30.66
Developer	
15110 - Test Proctor	20.23

15120 - Tutor	20.23
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	15.47
Apparel Laundry	
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)	26.88
19040 - Tool And Die Maker	33.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.95
21030 - Material Coordinator	23.39
21040 - Material Expediter	23.39
21050 - Material Handling Laborer	13.77
21071 - Order Filler	15.25
21080 - Production Line Worker (Food Processing)	17.95
21110 - Shipping Packer	17.67
21130 - Shipping/Receiving Clerk	17.67
21140 - Store Worker I	14.38
21150 - Stock Clerk	18.73
21210 - Tools And Parts Attendant	17.95
21410 - Warehouse Specialist	17.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.31
23019 - Aircraft Logs and Records Technician	26.27
23021 - Aircraft Mechanic I	31.64
23022 - Aircraft Mechanic II	33.31
23023 - Aircraft Mechanic III	35.09
23040 - Aircraft Mechanic Helper	22.69
23050 - Aircraft Painter	29.87
23060 - Aircraft Servicer	26.27
23070 - Aircraft Survival Flight Equipment Technician	29.87
23080 - Aircraft Worker	28.09

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.64
23110 - Appliance Mechanic	26.88
23120 - Bicycle Repairer	20.24
23125 - Cable Splicer	41.00
23130 - Carpenter Maintenance	23.37
23140 - Carpet Layer	25.29
23160 - Electrician Maintenance	36.34
23181 - Electronics Technician Maintenance I	32.46
23182 - Electronics Technician Maintenance II	34.51
23183 - Electronics Technician Maintenance III	36.55
23260 - Fabric Worker	23.64
23290 - Fire Alarm System Mechanic	28.48
23310 - Fire Extinguisher Repairer	22.01
23311 - Fuel Distribution System Mechanic	26.11
23312 - Fuel Distribution System Operator	20.32
23370 - General Maintenance Worker	20.12
23380 - Ground Support Equipment Mechanic	31.64
23381 - Ground Support Equipment Servicer	26.27
23382 - Ground Support Equipment Worker	28.09
23391 - Gunsmith I	22.01
23392 - Gunsmith II	25.29
23393 - Gunsmith III	28.48
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.53
23430 - Heavy Equipment Mechanic	26.88
23440 - Heavy Equipment Operator	26.10
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	26.88
23470 - Laborer	13.77
23510 - Locksmith	26.88
23530 - Machinery Maintenance Mechanic	25.11
23550 - Machinist Maintenance	24.82

23580 - Maintenance Trades Helper	14.12
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.99
23593 - Metrology Technician III	31.59
23640 - Millwright	28.48
23710 - Office Appliance Repairer	26.88
23760 - Painter Maintenance	22.37
23790 - Pipefitter Maintenance	36.95
23810 - Plumber Maintenance	34.43
23820 - Pneudraulic Systems Mechanic	28.48
23850 - Rigger	28.48
23870 - Scale Mechanic	25.29
23890 - Sheet-Metal Worker	26.93
Maintenance	
23910 - Small Engine Mechanic	25.29
23931 - Telecommunications Mechanic	28.48
I	
23932 - Telecommunications Mechanic	29.99
II	
23950 - Telephone Lineman	26.93
23960 - Welder Combination	21.86
Maintenance	
23965 - Well Driller	26.93
23970 - Woodcraft Worker	28.48
23980 - Woodworker	22.01
24000 - Personal Needs Occupations	
24550 - Case Manager	18.87
24570 - Child Care Attendant	13.23
24580 - Child Care Center Clerk	16.49
24610 - Chore Aide	13.64
24620 - Family Readiness And Support	18.87
Services	
Coordinator	
24630 - Homemaker	18.87
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.48
25040 - Sewage Plant Operator	24.55
25070 - Stationary Engineer	28.48
25190 - Ventilation Equipment Tender	20.42
25210 - Water Treatment Plant	24.55
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.96
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	28.72
27010 - Court Security Officer	28.75
27030 - Detection Dog Handler	18.76
27040 - Detention Officer	28.72
27070 - Firefighter	28.72

27101 - Guard I	15.85
27102 - Guard II	18.76
27131 - Police Officer I	26.44
27132 - Police Officer II	29.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.36
28042 - Carnival Equipment Repairer	17.64
28043 - Carnival Worker	12.55
28210 - Gate Attendant/Gate Tender	18.63
28310 - Lifeguard	14.40
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health	15.69
Facility Attendant	
28515 - Recreation Specialist	25.40
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	20.26
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.29
29020 - Hatch Tender	25.29
29030 - Line Handler	25.29
29041 - Stevedore I	23.64
29042 - Stevedore II	26.88
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.88
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	24.77
30030 - Cartographic Technician	24.77
30040 - Civil Engineering Technician	24.39
30051 - Cryogenic Technician I	27.43
30052 - Cryogenic Technician II	30.30
30061 - Drafter/CAD Operator I	17.88
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.28
30064 - Drafter/CAD Operator IV	27.43
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.88
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.77
30085 - Engineering Technician V	30.30
30086 - Engineering Technician VI	36.66
30090 - Environmental Technician	24.77
30095 - Evidence Control Specialist	24.77
30210 - Laboratory Technician	22.28

30221 - Latent Fingerprint Technician I	27.43
30222 - Latent Fingerprint Technician II	30.30
30240 - Mathematical Technician	24.77
30361 - Paralegal/Legal Assistant I	19.85
30362 - Paralegal/Legal Assistant II	24.59
30363 - Paralegal/Legal Assistant III	30.08
30364 - Paralegal/Legal Assistant IV	36.40
30375 - Petroleum Supply Specialist	30.30
30390 - Photo-Optics Technician	24.77
30395 - Radiation Control Technician	30.30
30461 - Technical Writer I	24.77
30462 - Technical Writer II	30.30
30463 - Technical Writer III	36.66
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	27.43
30502 - Weather Forecaster II	33.37
30620 - Weather Observer Combined (see 2)	22.28
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.02
31030 - Bus Driver	17.73
31043 - Driver Courier	17.23
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	17.83
31310 - Taxi Driver	15.33
31361 - Truckdriver Light	18.57
31362 - Truckdriver Medium	19.95
31363 - Truckdriver Heavy	21.15
31364 - Truckdriver Tractor-Trailer	21.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.68
99050 - Desk Clerk	13.93
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.30
I	
99252 - Laboratory Animal Caretaker	18.65
II	
99260 - Marketing Analyst	28.06
99310 - Mortician	25.60
99410 - Pest Controller	23.59
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.79
99711 - Recycling Specialist	25.50
99730 - Refuse Collector	20.93
99810 - Sales Clerk	14.29
99820 - School Crossing Guard	15.63
99830 - Survey Party Chief	28.36
99831 - Surveying Aide	17.82
99832 - Surveying Technician	24.26
99840 - Vending Machine Attendant	20.38
99841 - Vending Machine Repairer	25.24
99842 - Vending Machine Repairer	20.38
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5583

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5583
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon Counties of Hood River Sherman Wasco

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		28.34
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.13
01042 - Customer Service Representative II		14.76

01043 - Customer Service Representative III	16.10
01051 - Data Entry Operator I	13.31
01052 - Data Entry Operator II	14.52
01060 - Dispatcher Motor Vehicle	19.88
01070 - Document Preparation Clerk	14.52
01090 - Duplicating Machine Operator	14.52
01111 - General Clerk I	13.81
01112 - General Clerk II	15.07
01113 - General Clerk III	17.33
01120 - Housing Referral Assistant	20.42
01141 - Messenger Courier	16.62
01191 - Order Clerk I	15.61
01192 - Order Clerk II	17.04
01261 - Personnel Assistant (Employment) I	16.80
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	20.94
01270 - Production Control Clerk	23.39
01290 - Rental Clerk	16.94
01300 - Scheduler Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	28.34
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	15.91
01531 - Travel Clerk I	15.36
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	17.88
01611 - Word Processor I	14.52
01612 - Word Processor II	16.31
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.46
Fiberglass	
05010 - Automotive Electrician	19.93
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal	21.03
Mechanic	
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	21.03
05220 - Motor Vehicle Mechanic Helper	16.04

05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter Automotive	19.93
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	17.33
05400 - Transmission Repair Specialist	21.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.03
07041 - Cook I	15.69
07042 - Cook II	18.02
07070 - Dishwasher	12.54
07130 - Food Service Worker	13.55
07210 - Meat Cutter	18.99
07260 - Waiter/Waitress	12.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.71
09040 - Furniture Handler	13.19
09080 - Furniture Refinisher	20.71
09090 - Furniture Refinisher Helper	15.74
09110 - Furniture Repairer Minor	18.22
09130 - Upholsterer	20.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.57
11060 - Elevator Operator	15.45
11090 - Gardener	19.09
11122 - Housekeeping Aide	15.45
11150 - Janitor	15.45
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	13.49
11260 - Pruner	13.60
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.88
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	25.28
12012 - Certified Occupational Therapist Assistant	34.69
12015 - Certified Physical Therapist Assistant	34.69
12020 - Dental Assistant	19.49
12025 - Dental Hygienist	40.43
12030 - EKG Technician	38.31
12035 - Electroneurodiagnostic Technologist	38.31

12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	22.61
12072 - Licensed Practical Nurse II	25.28
12073 - Licensed Practical Nurse III	28.18
12100 - Medical Assistant	18.48
12130 - Medical Laboratory Technician	28.31
Technician	
12160 - Medical Record Clerk	21.28
12190 - Medical Record Technician	23.79
12195 - Medical Transcriptionist	18.50
12210 - Nuclear Medicine	55.56
Technologist	
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.89
12235 - Optical Dispenser	19.26
12236 - Optical Technician	22.61
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	36.13
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II	35.53
Specialist	
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III	42.99
Anesthetist	
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	31.32
Testing)	
12320 - Substance Abuse Treatment	21.84
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.35
13042 - Illustrator II	22.74
13043 - Illustrator III	27.81
13047 - Librarian	26.14
13050 - Library Aide/Clerk	13.53
13054 - Library Information	23.60
Technology Systems	
Administrator	
13058 - Library Technician	19.29
13061 - Media Specialist I	17.04
13062 - Media Specialist II	19.06
13063 - Media Specialist III	21.24

13071 - Photographer I	15.13
13072 - Photographer II	16.92
13073 - Photographer III	20.96
13074 - Photographer IV	25.64
13075 - Photographer V	31.02
13090 - Technical Order Library	16.73
Clerk	
13110 - Video Teleconference	17.33
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.27
14042 - Computer Operator II	20.44
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.31
14045 - Computer Operator V	28.04
14071 - Computer Programmer I	(see 1) 20.15
14072 - Computer Programmer II	(see 1) 24.95
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	18.27
Operator	
14160 - Personal Computer Support	25.31
Technician	
14170 - System Support Specialist	32.66
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.92
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.61
Instructor (Rated)	
15030 - Air Crew Training Devices	46.28
Instructor (Pilot)	
15050 - Computer Based Training	31.92
Specialist / Instructor	
15060 - Educational Technologist	31.92
15070 - Flight Instructor (Pilot)	46.28
15080 - Graphic Artist	26.48
15085 - Maintenance Test Pilot Fixed	46.28
Jet/Prop	
15086 - Maintenance Test Pilot	46.28
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.28
Pilot	
15090 - Technical Instructor	25.06
15095 - Technical Instructor/Course	30.66
Developer	
15110 - Test Proctor	21.53

15120 - Tutor	21.53
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	15.47
Apparel Laundry	
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)	26.88
19040 - Tool And Die Maker	33.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.95
21030 - Material Coordinator	23.39
21040 - Material Expediter	23.39
21050 - Material Handling Laborer	13.77
21071 - Order Filler	15.25
21080 - Production Line Worker (Food Processing)	17.95
21110 - Shipping Packer	17.67
21130 - Shipping/Receiving Clerk	17.67
21140 - Store Worker I	14.38
21150 - Stock Clerk	18.73
21210 - Tools And Parts Attendant	17.95
21410 - Warehouse Specialist	17.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.31
23019 - Aircraft Logs and Records Technician	26.27
23021 - Aircraft Mechanic I	31.64
23022 - Aircraft Mechanic II	33.31
23023 - Aircraft Mechanic III	35.09
23040 - Aircraft Mechanic Helper	22.69
23050 - Aircraft Painter	29.87
23060 - Aircraft Servicer	26.27
23070 - Aircraft Survival Flight Equipment Technician	29.87
23080 - Aircraft Worker	28.09

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.64
23110 - Appliance Mechanic	26.88
23120 - Bicycle Repairer	22.01
23125 - Cable Splicer	51.41
23130 - Carpenter Maintenance	22.31
23140 - Carpet Layer	25.29
23160 - Electrician Maintenance	36.34
23181 - Electronics Technician Maintenance I	32.46
23182 - Electronics Technician Maintenance II	34.51
23183 - Electronics Technician Maintenance III	36.55
23260 - Fabric Worker	23.64
23290 - Fire Alarm System Mechanic	28.48
23310 - Fire Extinguisher Repairer	22.01
23311 - Fuel Distribution System Mechanic	26.11
23312 - Fuel Distribution System Operator	20.44
23370 - General Maintenance Worker	20.12
23380 - Ground Support Equipment Mechanic	31.64
23381 - Ground Support Equipment Servicer	26.27
23382 - Ground Support Equipment Worker	28.09
23391 - Gunsmith I	22.01
23392 - Gunsmith II	25.29
23393 - Gunsmith III	28.48
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.76
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.53
23430 - Heavy Equipment Mechanic	26.88
23440 - Heavy Equipment Operator	26.10
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	26.88
23470 - Laborer	13.77
23510 - Locksmith	26.88
23530 - Machinery Maintenance Mechanic	25.11
23550 - Machinist Maintenance	25.12

23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.99
23593 - Metrology Technician III	31.59
23640 - Millwright	28.48
23710 - Office Appliance Repairer	26.88
23760 - Painter Maintenance	22.53
23790 - Pipefitter Maintenance	37.44
23810 - Plumber Maintenance	35.46
23820 - Pneudraulic Systems Mechanic	28.48
23850 - Rigger	28.48
23870 - Scale Mechanic	25.29
23890 - Sheet-Metal Worker	26.93
Maintenance	
23910 - Small Engine Mechanic	25.29
23931 - Telecommunications Mechanic	28.48
I	
23932 - Telecommunications Mechanic	29.99
II	
23950 - Telephone Lineman	26.93
23960 - Welder Combination	23.19
Maintenance	
23965 - Well Driller	26.93
23970 - Woodcraft Worker	28.48
23980 - Woodworker	22.01
24000 - Personal Needs Occupations	
24550 - Case Manager	18.87
24570 - Child Care Attendant	13.23
24580 - Child Care Center Clerk	16.49
24610 - Chore Aide	13.64
24620 - Family Readiness And Support	18.87
Services	
Coordinator	
24630 - Homemaker	18.87
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.48
25040 - Sewage Plant Operator	24.55
25070 - Stationary Engineer	28.48
25190 - Ventilation Equipment Tender	20.42
25210 - Water Treatment Plant	24.55
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.96
27007 - Baggage Inspector	16.23
27008 - Corrections Officer	28.72
27010 - Court Security Officer	28.75
27030 - Detection Dog Handler	18.76
27040 - Detention Officer	28.72
27070 - Firefighter	29.74

27101 - Guard I	16.23
27102 - Guard II	18.76
27131 - Police Officer I	27.63
27132 - Police Officer II	30.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.36
28042 - Carnival Equipment Repairer	17.64
28043 - Carnival Worker	12.55
28210 - Gate Attendant/Gate Tender	19.21
28310 - Lifeguard	15.31
28350 - Park Attendant (Aide)	21.49
28510 - Recreation Aide/Health	15.69
Facility Attendant	
28515 - Recreation Specialist	25.66
28630 - Sports Official	17.11
28690 - Swimming Pool Operator	20.26
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.29
29020 - Hatch Tender	25.29
29030 - Line Handler	25.29
29041 - Stevedore I	23.64
29042 - Stevedore II	26.88
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.88
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	24.77
30030 - Cartographic Technician	24.77
30040 - Civil Engineering Technician	25.26
30051 - Cryogenic Technician I	27.43
30052 - Cryogenic Technician II	30.30
30061 - Drafter/CAD Operator I	17.88
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.28
30064 - Drafter/CAD Operator IV	27.43
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	24.77
30095 - Evidence Control Specialist	24.77
30210 - Laboratory Technician	22.28

30221 - Latent Fingerprint Technician I	27.43
30222 - Latent Fingerprint Technician II	30.30
30240 - Mathematical Technician	24.77
30361 - Paralegal/Legal Assistant I	19.45
30362 - Paralegal/Legal Assistant II	24.40
30363 - Paralegal/Legal Assistant III	29.84
30364 - Paralegal/Legal Assistant IV	36.12
30375 - Petroleum Supply Specialist	30.30
30390 - Photo-Optics Technician	24.77
30395 - Radiation Control Technician	30.30
30461 - Technical Writer I	24.77
30462 - Technical Writer II	30.30
30463 - Technical Writer III	36.66
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	27.43
30502 - Weather Forecaster II	33.37
30620 - Weather Observer Combined (see 2)	22.28
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.02
31030 - Bus Driver	17.99
31043 - Driver Courier	17.23
31260 - Parking and Lot Attendant	13.21
31290 - Shuttle Bus Driver	17.83
31310 - Taxi Driver	14.72
31361 - Truckdriver Light	18.57
31362 - Truckdriver Medium	19.95
31363 - Truckdriver Heavy	21.15
31364 - Truckdriver Tractor-Trailer	21.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.68
99050 - Desk Clerk	13.93
99095 - Embalmer	27.05

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.30
I	
99252 - Laboratory Animal Caretaker	18.65
II	
99260 - Marketing Analyst	28.06
99310 - Mortician	27.05
99410 - Pest Controller	23.59
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	25.81
99711 - Recycling Specialist	30.25
99730 - Refuse Collector	23.51
99810 - Sales Clerk	14.29
99820 - School Crossing Guard	15.63
99830 - Survey Party Chief	30.04
99831 - Surveying Aide	17.71
99832 - Surveying Technician	24.26
99840 - Vending Machine Attendant	20.38
99841 - Vending Machine Repairer	25.24
99842 - Vending Machine Repairer	20.38
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5587

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5587
Revision No.: 15
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon County of Linn

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.07
01013 - Accounting Clerk III		19.11
01020 - Administrative Assistant		23.07
01035 - Court Reporter		17.66
01041 - Customer Service Representative I		14.62
01042 - Customer Service Representative II		15.95

01043 - Customer Service Representative III	17.91
01051 - Data Entry Operator I	14.44
01052 - Data Entry Operator II	15.75
01060 - Dispatcher Motor Vehicle	22.48
01070 - Document Preparation Clerk	15.75
01090 - Duplicating Machine Operator	15.75
01111 - General Clerk I	13.81
01112 - General Clerk II	15.06
01113 - General Clerk III	16.91
01120 - Housing Referral Assistant	19.69
01141 - Messenger Courier	13.03
01191 - Order Clerk I	16.25
01192 - Order Clerk II	17.73
01261 - Personnel Assistant (Employment) I	15.58
01262 - Personnel Assistant (Employment) II	17.44
01263 - Personnel Assistant (Employment) III	19.44
01270 - Production Control Clerk	22.97
01290 - Rental Clerk	15.69
01300 - Scheduler Maintenance	15.78
01311 - Secretary I	15.78
01312 - Secretary II	17.66
01313 - Secretary III	19.69
01320 - Service Order Dispatcher	20.08
01410 - Supply Technician	23.07
01420 - Survey Worker	17.66
01460 - Switchboard Operator/Receptionist	15.65
01531 - Travel Clerk I	14.73
01532 - Travel Clerk II	15.96
01533 - Travel Clerk III	17.23
01611 - Word Processor I	14.05
01612 - Word Processor II	15.78
01613 - Word Processor III	17.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.01
Fiberglass	
05010 - Automotive Electrician	21.00
05040 - Automotive Glass Installer	19.91
05070 - Automotive Worker	19.91
05110 - Mobile Equipment Servicer	17.75
05130 - Motor Equipment Metal	22.07
Mechanic	
05160 - Motor Equipment Metal Worker	19.91
05190 - Motor Vehicle Mechanic	22.07
05220 - Motor Vehicle Mechanic Helper	16.66

05250 - Motor Vehicle Upholstery Worker	18.83
05280 - Motor Vehicle Wrecker	19.91
05310 - Painter Automotive	21.00
05340 - Radiator Repair Specialist	19.91
05370 - Tire Repairer	15.16
05400 - Transmission Repair Specialist	22.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.60
07041 - Cook I	13.56
07042 - Cook II	15.21
07070 - Dishwasher	10.88
07130 - Food Service Worker	11.33
07210 - Meat Cutter	19.19
07260 - Waiter/Waitress	10.46
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.94
09040 - Furniture Handler	13.11
09080 - Furniture Refinisher	18.94
09090 - Furniture Refinisher Helper	15.03
09110 - Furniture Repairer Minor	16.98
09130 - Upholsterer	18.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	18.17
11060 - Elevator Operator	18.17
11090 - Gardener	20.20
11122 - Housekeeping Aide	14.35
11150 - Janitor	14.35
11210 - Laborer Grounds Maintenance	16.38
11240 - Maid or Houseman	12.00
11260 - Pruner	15.09
11270 - Tractor Operator	18.96
11330 - Trail Maintenance Worker	16.38
11360 - Window Cleaner	15.57
12000 - Health Occupations	
12010 - Ambulance Driver	16.88
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	28.31
12015 - Certified Physical Therapist Assistant	28.06
12020 - Dental Assistant	18.79
12025 - Dental Hygienist	30.59
12030 - EKG Technician	30.70
12035 - Electroneurodiagnostic Technologist	30.70

12040 - Emergency Medical Technician	16.88
12071 - Licensed Practical Nurse I	18.11
12072 - Licensed Practical Nurse II	20.27
12073 - Licensed Practical Nurse III	22.60
12100 - Medical Assistant	17.99
12130 - Medical Laboratory Technician	25.95
Technician	
12160 - Medical Record Clerk	18.62
12190 - Medical Record Technician	20.84
12195 - Medical Transcriptionist	21.60
12210 - Nuclear Medicine	44.54
Technologist	
12221 - Nursing Assistant I	12.20
12222 - Nursing Assistant II	13.71
12223 - Nursing Assistant III	14.96
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	18.10
12236 - Optical Technician	18.11
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	17.23
12305 - Radiologic Technologist	28.60
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82
12313 - Registered Nurse II	29.82
Specialist	
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III	36.08
Anesthetist	
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol Testing)	25.15
Testing)	
12320 - Substance Abuse Treatment	23.30
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.02
13012 - Exhibits Specialist II	29.75
13013 - Exhibits Specialist III	36.39
13041 - Illustrator I	24.02
13042 - Illustrator II	29.75
13043 - Illustrator III	36.39
13047 - Librarian	32.95
13050 - Library Aide/Clerk	17.56
13054 - Library Information	29.75
Technology Systems	
Administrator	
13058 - Library Technician	20.17
13061 - Media Specialist I	21.46
13062 - Media Specialist II	24.02
13063 - Media Specialist III	26.76

13071 - Photographer I	19.55
13072 - Photographer II	21.86
13073 - Photographer III	27.07
13074 - Photographer IV	33.13
13075 - Photographer V	40.07
13090 - Technical Order Library	20.94
Clerk	
13110 - Video Teleconference	21.46
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.57
14042 - Computer Operator II	20.77
14043 - Computer Operator III	23.17
14044 - Computer Operator IV	25.74
14045 - Computer Operator V	29.25
14071 - Computer Programmer I	(see 1) 22.42
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	18.57
Operator	
14160 - Personal Computer Support	26.15
Technician	
14170 - System Support Specialist	31.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.27
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.21
Instructor (Rated)	
15030 - Air Crew Training Devices	41.00
Instructor (Pilot)	
15050 - Computer Based Training	28.27
Specialist / Instructor	
15060 - Educational Technologist	32.59
15070 - Flight Instructor (Pilot)	41.00
15080 - Graphic Artist	21.93
15085 - Maintenance Test Pilot Fixed	41.00
Jet/Prop	
15086 - Maintenance Test Pilot	41.00
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.00
Pilot	
15090 - Technical Instructor	20.73
15095 - Technical Instructor/Course	25.36
Developer	
15110 - Test Proctor	16.74

15120 - Tutor	16.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
Apparel Laundry	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.61
19040 - Tool And Die Maker	27.39
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.88
21030 - Material Coordinator	22.97
21040 - Material Expediter	22.97
21050 - Material Handling Laborer	16.79
21071 - Order Filler	12.86
21080 - Production Line Worker (Food Processing)	18.88
21110 - Shipping Packer	20.86
21130 - Shipping/Receiving Clerk	20.86
21140 - Store Worker I	14.13
21150 - Stock Clerk	18.08
21210 - Tools And Parts Attendant	18.88
21410 - Warehouse Specialist	18.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.88
23019 - Aircraft Logs and Records	22.68
Technician	
23021 - Aircraft Mechanic I	26.58
23022 - Aircraft Mechanic II	27.88
23023 - Aircraft Mechanic III	29.19
23040 - Aircraft Mechanic Helper	20.07
23050 - Aircraft Painter	25.30
23060 - Aircraft Servicer	22.68
23070 - Aircraft Survival Flight	25.30
Equipment Technician	
23080 - Aircraft Worker	23.98

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.58
23110 - Appliance Mechanic	25.30
23120 - Bicycle Repairer	21.38
23125 - Cable Splicer	26.63
23130 - Carpenter Maintenance	21.72
23140 - Carpet Layer	24.48
23160 - Electrician Maintenance	29.99
23181 - Electronics Technician Maintenance I	23.98
23182 - Electronics Technician Maintenance II	25.30
23183 - Electronics Technician Maintenance III	25.68
23260 - Fabric Worker	22.68
23290 - Fire Alarm System Mechanic	26.58
23310 - Fire Extinguisher Repairer	21.38
23311 - Fuel Distribution System Mechanic	26.58
23312 - Fuel Distribution System Operator	21.38
23370 - General Maintenance Worker	22.44
23380 - Ground Support Equipment Mechanic	26.58
23381 - Ground Support Equipment Servicer	22.68
23382 - Ground Support Equipment Worker	23.98
23391 - Gunsmith I	21.38
23392 - Gunsmith II	23.98
23393 - Gunsmith III	26.58
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.90
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.16
23430 - Heavy Equipment Mechanic	27.37
23440 - Heavy Equipment Operator	30.04
23460 - Instrument Mechanic	26.58
23465 - Laboratory/Shelter Mechanic	25.30
23470 - Laborer	16.79
23510 - Locksmith	25.30
23530 - Machinery Maintenance Mechanic	26.25
23550 - Machinist Maintenance	21.78

23580 - Maintenance Trades Helper	20.07
23591 - Metrology Technician I	26.58
23592 - Metrology Technician II	27.88
23593 - Metrology Technician III	29.19
23640 - Millwright	26.58
23710 - Office Appliance Repairer	23.09
23760 - Painter Maintenance	23.88
23790 - Pipefitter Maintenance	31.99
23810 - Plumber Maintenance	30.44
23820 - Pneudraulic Systems Mechanic	26.58
23850 - Rigger	26.58
23870 - Scale Mechanic	23.98
23890 - Sheet-Metal Worker	32.20
Maintenance	
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic	23.77
I	
23932 - Telecommunications Mechanic	24.74
II	
23950 - Telephone Lineman	26.86
23960 - Welder Combination	22.51
Maintenance	
23965 - Well Driller	26.58
23970 - Woodcraft Worker	26.58
23980 - Woodworker	21.38
24000 - Personal Needs Occupations	
24550 - Case Manager	21.64
24570 - Child Care Attendant	12.66
24580 - Child Care Center Clerk	16.13
24610 - Chore Aide	12.11
24620 - Family Readiness And Support	21.65
Services	
Coordinator	
24630 - Homemaker	21.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.58
25040 - Sewage Plant Operator	26.22
25070 - Stationary Engineer	26.58
25190 - Ventilation Equipment Tender	20.07
25210 - Water Treatment Plant	26.22
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.84
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	20.90
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	14.89
27040 - Detention Officer	20.90
27070 - Firefighter	18.34

27101 - Guard I	12.53
27102 - Guard II	14.89
27131 - Police Officer I	28.59
27132 - Police Officer II	31.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	15.14
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.94
28510 - Recreation Aide/Health	12.36
Facility Attendant	
28515 - Recreation Specialist	20.97
28630 - Sports Official	13.48
28690 - Swimming Pool Operator	19.28
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.98
29020 - Hatch Tender	23.98
29030 - Line Handler	23.98
29041 - Stevedore I	22.68
29042 - Stevedore II	25.30
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	42.99
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	29.64
Specialist Station (HFO)	
30012 - Air Traffic Control	32.64
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.33
30022 - Archeological Technician II	20.50
30023 - Archeological Technician III	25.41
30030 - Cartographic Technician	25.41
30040 - Civil Engineering Technician	25.30
30051 - Cryogenic Technician I	27.45
30052 - Cryogenic Technician II	30.32
30061 - Drafter/CAD Operator I	18.33
30062 - Drafter/CAD Operator II	20.50
30063 - Drafter/CAD Operator III	22.86
30064 - Drafter/CAD Operator IV	28.13
30081 - Engineering Technician I	15.40
30082 - Engineering Technician II	18.41
30083 - Engineering Technician III	20.86
30084 - Engineering Technician IV	25.84
30085 - Engineering Technician V	31.61
30086 - Engineering Technician VI	38.25
30090 - Environmental Technician	24.78
30095 - Evidence Control Specialist	24.78
30210 - Laboratory Technician	22.99

30221 - Latent Fingerprint Technician I	27.45
30222 - Latent Fingerprint Technician II	30.32
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	20.66
30362 - Paralegal/Legal Assistant II	25.59
30363 - Paralegal/Legal Assistant III	31.30
30364 - Paralegal/Legal Assistant IV	37.87
30375 - Petroleum Supply Specialist	30.32
30390 - Photo-Optics Technician	25.41
30395 - Radiation Control Technician	30.32
30461 - Technical Writer I	24.32
30462 - Technical Writer II	29.75
30463 - Technical Writer III	35.99
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	28.13
30502 - Weather Forecaster II	34.21
30620 - Weather Observer Combined (see 2)	22.86
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.51
31030 - Bus Driver	20.28
31043 - Driver Courier	16.89
31260 - Parking and Lot Attendant	14.29
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	13.68
31361 - Truckdriver Light	17.99
31362 - Truckdriver Medium	19.09
31363 - Truckdriver Heavy	22.76
31364 - Truckdriver Tractor-Trailer	22.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.61
99050 - Desk Clerk	11.16
99095 - Embalmer	32.56

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.95
I	
99252 - Laboratory Animal Caretaker	18.06
II	
99260 - Marketing Analyst	26.12
99310 - Mortician	32.56
99410 - Pest Controller	21.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.56
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	17.02
99810 - Sales Clerk	12.02
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	25.04
99831 - Surveying Aide	14.63
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer	19.33
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5589

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5589
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon Counties of Baker Grant Harney Malheur Morrow Umatilla
Union Wallowa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.34
01012 - Accounting Clerk II		17.22
01013 - Accounting Clerk III		19.27
01020 - Administrative Assistant		23.75
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		13.38
01042 - Customer Service Representative II		15.04

01043 - Customer Service Representative III	16.41
01051 - Data Entry Operator I	16.32
01052 - Data Entry Operator II	17.80
01060 - Dispatcher Motor Vehicle	18.77
01070 - Document Preparation Clerk	14.42
01090 - Duplicating Machine Operator	14.42
01111 - General Clerk I	13.26
01112 - General Clerk II	14.46
01113 - General Clerk III	16.23
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	13.15
01191 - Order Clerk I	15.05
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	15.00
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	23.75
01420 - Survey Worker	17.72
01460 - Switchboard Operator/Receptionist	14.29
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.42
Fiberglass	
05010 - Automotive Electrician	20.70
05040 - Automotive Glass Installer	19.60
05070 - Automotive Worker	19.60
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal	21.78
Mechanic	
05160 - Motor Equipment Metal Worker	19.60
05190 - Motor Vehicle Mechanic	21.78
05220 - Motor Vehicle Mechanic Helper	16.30

05250 - Motor Vehicle Upholstery Worker	18.49
05280 - Motor Vehicle Wrecker	19.60
05310 - Painter Automotive	20.70
05340 - Radiator Repair Specialist	19.60
05370 - Tire Repairer	15.29
05400 - Transmission Repair Specialist	21.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	16.02
07070 - Dishwasher	11.95
07130 - Food Service Worker	12.78
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.79
09110 - Furniture Repairer Minor	20.65
09130 - Upholsterer	23.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.59
11060 - Elevator Operator	16.59
11090 - Gardener	20.02
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	15.38
11240 - Maid or Houseman	13.02
11260 - Pruner	14.04
11270 - Tractor Operator	18.50
11330 - Trail Maintenance Worker	15.38
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	18.61
12011 - Breath Alcohol Technician	25.64
12012 - Certified Occupational Therapist Assistant	35.16
12015 - Certified Physical Therapist Assistant	30.98
12020 - Dental Assistant	20.26
12025 - Dental Hygienist	43.92
12030 - EKG Technician	38.83
12035 - Electroneurodiagnostic Technologist	38.83

12040 - Emergency Medical Technician	18.61
12071 - Licensed Practical Nurse I	22.90
12072 - Licensed Practical Nurse II	25.64
12073 - Licensed Practical Nurse III	28.58
12100 - Medical Assistant	16.69
12130 - Medical Laboratory Technician	25.45
Technician	
12160 - Medical Record Clerk	19.83
12190 - Medical Record Technician	22.19
12195 - Medical Transcriptionist	22.90
12210 - Nuclear Medicine	56.32
Technologist	
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.02
12235 - Optical Dispenser	17.33
12236 - Optical Technician	22.90
12250 - Pharmacy Technician	18.32
12280 - Phlebotomist	16.86
12305 - Radiologic Technologist	36.90
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II	36.10
Specialist	
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III	43.68
Anesthetist	
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	31.37
Testing)	
12320 - Substance Abuse Treatment	24.11
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.38
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	20.38
13042 - Illustrator II	25.26
13043 - Illustrator III	30.90
13047 - Librarian	27.96
13050 - Library Aide/Clerk	14.18
13054 - Library Information	25.26
Technology Systems	
Administrator	
13058 - Library Technician	18.10
13061 - Media Specialist I	18.22
13062 - Media Specialist II	20.40
13063 - Media Specialist III	22.73

13071 - Photographer I	16.41
13072 - Photographer II	18.36
13073 - Photographer III	22.74
13074 - Photographer IV	27.81
13075 - Photographer V	33.65
13090 - Technical Order Library	16.60
Clerk	
13110 - Video Teleconference	17.69
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.40
14042 - Computer Operator II	23.94
14043 - Computer Operator III	26.71
14044 - Computer Operator IV	29.68
14045 - Computer Operator V	32.86
14071 - Computer Programmer I	(see 1) 22.85
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	21.40
Operator	
14160 - Personal Computer Support	29.68
Technician	
14170 - System Support Specialist	32.86
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.62
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.04
Instructor (Rated)	
15030 - Air Crew Training Devices	44.39
Instructor (Pilot)	
15050 - Computer Based Training	30.62
Specialist / Instructor	
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	31.46
15085 - Maintenance Test Pilot Fixed	44.39
Jet/Prop	
15086 - Maintenance Test Pilot	44.39
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.39
Pilot	
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course	32.54
Developer	
15110 - Test Proctor	21.49

15120 - Tutor	21.49
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	15.47
Apparel Laundry	
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)	25.87
19040 - Tool And Die Maker	31.99
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.50
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	16.83
21071 - Order Filler	14.81
21080 - Production Line Worker (Food Processing)	19.50
21110 - Shipping Packer	18.50
21130 - Shipping/Receiving Clerk	18.50
21140 - Store Worker I	14.41
21150 - Stock Clerk	18.87
21210 - Tools And Parts Attendant	19.50
21410 - Warehouse Specialist	19.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.94
23019 - Aircraft Logs and Records Technician	22.67
23021 - Aircraft Mechanic I	27.45
23022 - Aircraft Mechanic II	28.94
23023 - Aircraft Mechanic III	30.53
23040 - Aircraft Mechanic Helper	19.48
23050 - Aircraft Painter	25.87
23060 - Aircraft Servicer	22.67
23070 - Aircraft Survival Flight Equipment Technician	25.87
23080 - Aircraft Worker	24.28

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.45
23110 - Appliance Mechanic	25.87
23120 - Bicycle Repairer	21.07
23125 - Cable Splicer	47.46
23130 - Carpenter Maintenance	23.42
23140 - Carpet Layer	24.28
23160 - Electrician Maintenance	36.23
23181 - Electronics Technician Maintenance I	29.83
23182 - Electronics Technician Maintenance II	31.80
23183 - Electronics Technician Maintenance III	33.74
23260 - Fabric Worker	22.67
23290 - Fire Alarm System Mechanic	27.45
23310 - Fire Extinguisher Repairer	21.07
23311 - Fuel Distribution System Mechanic	27.45
23312 - Fuel Distribution System Operator	21.07
23370 - General Maintenance Worker	19.35
23380 - Ground Support Equipment Mechanic	27.45
23381 - Ground Support Equipment Servicer	22.67
23382 - Ground Support Equipment Worker	24.28
23391 - Gunsmith I	21.07
23392 - Gunsmith II	24.28
23393 - Gunsmith III	27.45
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.26
23430 - Heavy Equipment Mechanic	29.68
23440 - Heavy Equipment Operator	23.92
23460 - Instrument Mechanic	27.45
23465 - Laboratory/Shelter Mechanic	25.87
23470 - Laborer	16.83
23510 - Locksmith	25.87
23530 - Machinery Maintenance Mechanic	27.37
23550 - Machinist Maintenance	24.87

23580 - Maintenance Trades Helper	16.87
23591 - Metrology Technician I	27.45
23592 - Metrology Technician II	28.94
23593 - Metrology Technician III	30.53
23640 - Millwright	30.04
23710 - Office Appliance Repairer	25.87
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	29.30
23810 - Plumber Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	27.45
23850 - Rigger	27.45
23870 - Scale Mechanic	24.28
23890 - Sheet-Metal Worker	27.79
Maintenance	
23910 - Small Engine Mechanic	25.15
23931 - Telecommunications Mechanic	30.82
I	
23932 - Telecommunications Mechanic	32.47
II	
23950 - Telephone Lineman	27.45
23960 - Welder Combination	21.15
Maintenance	
23965 - Well Driller	27.45
23970 - Woodcraft Worker	27.45
23980 - Woodworker	21.07
24000 - Personal Needs Occupations	
24550 - Case Manager	17.83
24570 - Child Care Attendant	13.37
24580 - Child Care Center Clerk	16.68
24610 - Chore Aide	12.68
24620 - Family Readiness And Support	17.83
Services	
Coordinator	
24630 - Homemaker	17.83
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.45
25040 - Sewage Plant Operator	23.87
25070 - Stationary Engineer	27.45
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant	23.87
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.29
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	33.10
27010 - Court Security Officer	26.65
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	33.10
27070 - Firefighter	25.75

27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	31.20
27132 - Police Officer II	34.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.25
28042 - Carnival Equipment Repairer	19.74
28043 - Carnival Worker	13.87
28210 - Gate Attendant/Gate Tender	17.27
28310 - Lifeguard	14.40
28350 - Park Attendant (Aide)	19.32
28510 - Recreation Aide/Health	14.09
Facility Attendant	
28515 - Recreation Specialist	23.93
28630 - Sports Official	15.38
28690 - Swimming Pool Operator	24.39
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	16.14
30022 - Archeological Technician II	18.43
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	34.40
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.14
30062 - Drafter/CAD Operator II	18.43
30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	24.77
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	22.34
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	23.90

30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	18.56
30362 - Paralegal/Legal Assistant II	22.98
30363 - Paralegal/Legal Assistant III	28.11
30364 - Paralegal/Legal Assistant IV	34.02
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.20
30462 - Technical Writer II	27.15
30463 - Technical Writer III	32.85
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	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer Combined (see 2)	20.55
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.94
31030 - Bus Driver	19.53
31043 - Driver Courier	16.77
31260 - Parking and Lot Attendant	12.73
31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	16.58
31361 - Truckdriver Light	18.15
31362 - Truckdriver Medium	19.53
31363 - Truckdriver Heavy	21.02
31364 - Truckdriver Tractor-Trailer	21.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.13
99050 - Desk Clerk	12.97
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.04
I	
99252 - Laboratory Animal Caretaker	15.19
II	
99260 - Marketing Analyst	24.80
99310 - Mortician	25.60
99410 - Pest Controller	23.87
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.54
99711 - Recycling Specialist	27.12
99730 - Refuse Collector	20.18
99810 - Sales Clerk	12.65
99820 - School Crossing Guard	17.62
99830 - Survey Party Chief	25.39
99831 - Surveying Aide	15.95
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	20.50
99841 - Vending Machine Repairer	25.57
99842 - Vending Machine Repairer	20.50
Helper	

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.

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 10 years and 5 weeks after 20 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)).

Standard Wage Determination No.: 2015-5591

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5591
Revision No.: 15
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Nevada

Area: Nevada County of Carson City

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.18
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.08
01020 - Administrative Assistant		30.34
01035 - Court Reporter		19.68
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		16.25

01043 - Customer Service Representative III	17.73
01051 - Data Entry Operator I	14.36
01052 - Data Entry Operator II	15.66
01060 - Dispatcher Motor Vehicle	21.62
01070 - Document Preparation Clerk	15.67
01090 - Duplicating Machine Operator	15.67
01111 - General Clerk I	16.56
01112 - General Clerk II	18.06
01113 - General Clerk III	20.28
01120 - Housing Referral Assistant	21.89
01141 - Messenger Courier	12.77
01191 - Order Clerk I	14.36
01192 - Order Clerk II	15.66
01261 - Personnel Assistant (Employment) I	17.58
01262 - Personnel Assistant (Employment) II	19.68
01263 - Personnel Assistant (Employment) III	21.52
01270 - Production Control Clerk	23.55
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.56
01311 - Secretary I	17.56
01312 - Secretary II	19.68
01313 - Secretary III	21.93
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	30.34
01420 - Survey Worker	19.71
01460 - Switchboard Operator/Receptionist	16.07
01531 - Travel Clerk I	14.10
01532 - Travel Clerk II	15.01
01533 - Travel Clerk III	15.68
01611 - Word Processor I	15.66
01612 - Word Processor II	17.58
01613 - Word Processor III	19.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.66
Fiberglass	
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	22.89
05070 - Automotive Worker	22.89
05110 - Mobile Equipment Servicer	20.34
05130 - Motor Equipment Metal	25.43
Mechanic	
05160 - Motor Equipment Metal Worker	22.89
05190 - Motor Vehicle Mechanic	25.43
05220 - Motor Vehicle Mechanic Helper	19.08

05250 - Motor Vehicle Upholstery Worker	21.58
05280 - Motor Vehicle Wrecker	22.89
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	22.89
05370 - Tire Repairer	18.57
05400 - Transmission Repair Specialist	25.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.66
07041 - Cook I	15.34
07042 - Cook II	17.26
07070 - Dishwasher	11.56
07130 - Food Service Worker	11.87
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.49
09040 - Furniture Handler	16.79
09080 - Furniture Refinisher	24.49
09090 - Furniture Refinisher Helper	19.34
09110 - Furniture Repairer Minor	21.87
09130 - Upholsterer	23.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.65
11060 - Elevator Operator	14.62
11090 - Gardener	18.93
11122 - Housekeeping Aide	14.62
11150 - Janitor	14.62
11210 - Laborer Grounds Maintenance	15.42
11240 - Maid or Houseman	13.34
11260 - Pruner	14.26
11270 - Tractor Operator	17.76
11330 - Trail Maintenance Worker	15.42
11360 - Window Cleaner	15.49
12000 - Health Occupations	
12010 - Ambulance Driver	25.51
12011 - Breath Alcohol Technician	25.51
12012 - Certified Occupational Therapist Assistant	34.99
12015 - Certified Physical Therapist Assistant	34.99
12020 - Dental Assistant	18.80
12025 - Dental Hygienist	49.93
12030 - EKG Technician	38.65
12035 - Electroneurodiagnostic Technologist	38.65

12040 - Emergency Medical Technician	25.51
12071 - Licensed Practical Nurse I	22.75
12072 - Licensed Practical Nurse II	25.51
12073 - Licensed Practical Nurse III	28.44
12100 - Medical Assistant	18.54
12130 - Medical Laboratory Technician	28.62
Technician	
12160 - Medical Record Clerk	21.69
12190 - Medical Record Technician	24.27
12195 - Medical Transcriptionist	22.75
12210 - Nuclear Medicine	56.06
Technologist	
12221 - Nursing Assistant I	12.38
12222 - Nursing Assistant II	13.92
12223 - Nursing Assistant III	15.18
12224 - Nursing Assistant IV	17.05
12235 - Optical Dispenser	25.51
12236 - Optical Technician	22.80
12250 - Pharmacy Technician	19.44
12280 - Phlebotomist	22.41
12305 - Radiologic Technologist	39.89
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II	35.14
Specialist	
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III	40.94
Anesthetist	
12316 - Registered Nurse IV	49.04
12317 - Scheduler (Drug and Alcohol Testing)	31.60
12320 - Substance Abuse Treatment	31.60
Counselor	
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.37
13012 - Exhibits Specialist II	25.68
13013 - Exhibits Specialist III	32.35
13041 - Illustrator I	21.37
13042 - Illustrator II	25.68
13043 - Illustrator III	32.35
13047 - Librarian	29.32
13050 - Library Aide/Clerk	17.58
13054 - Library Information	26.48
Technology Systems Administrator	
13058 - Library Technician	18.86
13061 - Media Specialist I	18.53
13062 - Media Specialist II	20.73
13063 - Media Specialist III	23.84

13071 - Photographer I	16.30
13072 - Photographer II	18.23
13073 - Photographer III	22.59
13074 - Photographer IV	27.63
13075 - Photographer V	33.43
13090 - Technical Order Library	18.23
Clerk	
13110 - Video Teleconference	20.97
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.27
14042 - Computer Operator II	19.32
14043 - Computer Operator III	21.55
14044 - Computer Operator IV	23.94
14045 - Computer Operator V	26.50
14071 - Computer Programmer I	(see 1) 22.99
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	17.27
Operator	
14160 - Personal Computer Support	23.94
Technician	
14170 - System Support Specialist	24.05
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.62
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.42
Instructor (Rated)	
15030 - Air Crew Training Devices	42.47
Instructor (Pilot)	
15050 - Computer Based Training	29.62
Specialist / Instructor	
15060 - Educational Technologist	34.68
15070 - Flight Instructor (Pilot)	42.47
15080 - Graphic Artist	29.74
15085 - Maintenance Test Pilot Fixed	42.47
Jet/Prop	
15086 - Maintenance Test Pilot	42.47
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.47
Pilot	
15090 - Technical Instructor	24.32
15095 - Technical Instructor/Course	29.74
Developer	
15110 - Test Proctor	19.62

15120 - Tutor	19.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.47
16030 - Counter Attendant	15.43
16040 - Dry Cleaner	17.68
16070 - Finisher Flatwork Machine	15.43
16090 - Presser Hand	15.43
16110 - Presser Machine Drycleaning	15.43
16130 - Presser Machine Shirts	15.43
16160 - Presser Machine Wearing	15.43
Apparel Laundry	
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)	24.01
19040 - Tool And Die Maker	28.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.50
21030 - Material Coordinator	23.55
21040 - Material Expediter	23.55
21050 - Material Handling Laborer	15.12
21071 - Order Filler	15.20
21080 - Production Line Worker (Food Processing)	20.50
21110 - Shipping Packer	16.17
21130 - Shipping/Receiving Clerk	16.17
21140 - Store Worker I	16.00
21150 - Stock Clerk	20.27
21210 - Tools And Parts Attendant	20.50
21410 - Warehouse Specialist	20.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.89
23019 - Aircraft Logs and Records Technician	21.97
23021 - Aircraft Mechanic I	25.77
23022 - Aircraft Mechanic II	26.89
23023 - Aircraft Mechanic III	27.92
23040 - Aircraft Mechanic Helper	19.61
23050 - Aircraft Painter	25.84
23060 - Aircraft Servicer	21.97
23070 - Aircraft Survival Flight Equipment Technician	25.84
23080 - Aircraft Worker	23.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.78
23110 - Appliance Mechanic	24.49
23120 - Bicycle Repairer	20.62
23125 - Cable Splicer	25.78
23130 - Carpenter Maintenance	24.71
23140 - Carpet Layer	23.20
23160 - Electrician Maintenance	34.09
23181 - Electronics Technician Maintenance I	23.20
23182 - Electronics Technician Maintenance II	24.49
23183 - Electronics Technician Maintenance III	28.00
23260 - Fabric Worker	21.87
23290 - Fire Alarm System Mechanic	25.78
23310 - Fire Extinguisher Repairer	20.62
23311 - Fuel Distribution System Mechanic	25.78
23312 - Fuel Distribution System Operator	21.51
23370 - General Maintenance Worker	18.24
23380 - Ground Support Equipment Mechanic	25.78
23381 - Ground Support Equipment Servicer	21.97
23382 - Ground Support Equipment Worker	23.20
23391 - Gunsmith I	20.62
23392 - Gunsmith II	23.20
23393 - Gunsmith III	25.78
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.14
23430 - Heavy Equipment Mechanic	25.78
23440 - Heavy Equipment Operator	24.61
23460 - Instrument Mechanic	25.78
23465 - Laboratory/Shelter Mechanic	24.49
23470 - Laborer	15.12
23510 - Locksmith	24.49
23530 - Machinery Maintenance Mechanic	25.54
23550 - Machinist Maintenance	20.64

23580 - Maintenance Trades Helper	19.34
23591 - Metrology Technician I	25.78
23592 - Metrology Technician II	26.89
23593 - Metrology Technician III	27.92
23640 - Millwright	25.78
23710 - Office Appliance Repairer	24.49
23760 - Painter Maintenance	21.53
23790 - Pipefitter Maintenance	29.89
23810 - Plumber Maintenance	28.40
23820 - Pneudraulic Systems Mechanic	25.78
23850 - Rigger	25.78
23870 - Scale Mechanic	23.20
23890 - Sheet-Metal Worker	25.78
Maintenance	
23910 - Small Engine Mechanic	23.20
23931 - Telecommunications Mechanic	25.78
I	
23932 - Telecommunications Mechanic	26.89
II	
23950 - Telephone Lineman	25.78
23960 - Welder Combination	21.89
Maintenance	
23965 - Well Driller	25.78
23970 - Woodcraft Worker	25.78
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	22.24
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.62
24620 - Family Readiness And Support	22.24
Services	
Coordinator	
24630 - Homemaker	22.24
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.78
25040 - Sewage Plant Operator	26.90
25070 - Stationary Engineer	25.78
25190 - Ventilation Equipment Tender	19.34
25210 - Water Treatment Plant	26.90
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	14.89
27008 - Corrections Officer	25.60
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	25.60
27070 - Firefighter	25.20

27101 - Guard I	14.89
27102 - Guard II	18.18
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.76
28042 - Carnival Equipment Repairer	13.60
28043 - Carnival Worker	10.24
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	14.52
28350 - Park Attendant (Aide)	15.87
28510 - Recreation Aide/Health	13.31
Facility Attendant	
28515 - Recreation Specialist	19.65
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.19
29030 - Line Handler	23.20
29041 - Stevedore I	21.87
29042 - Stevedore II	24.49
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	43.90
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.27
Specialist Station (HFO)	
30012 - Air Traffic Control	33.34
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.02
30022 - Archeological Technician II	20.17
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	24.45
30051 - Cryogenic Technician I	22.78
30052 - Cryogenic Technician II	25.16
30061 - Drafter/CAD Operator I	18.02
30062 - Drafter/CAD Operator II	20.17
30063 - Drafter/CAD Operator III	22.50
30064 - Drafter/CAD Operator IV	27.19
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.96
30083 - Engineering Technician III	20.10
30084 - Engineering Technician IV	24.88
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.85
30090 - Environmental Technician	27.01
30095 - Evidence Control Specialist	20.57
30210 - Laboratory Technician	17.03

30221 - Latent Fingerprint Technician I	22.78
30222 - Latent Fingerprint Technician II	25.16
30240 - Mathematical Technician	26.12
30361 - Paralegal/Legal Assistant I	21.85
30362 - Paralegal/Legal Assistant II	27.07
30363 - Paralegal/Legal Assistant III	33.11
30364 - Paralegal/Legal Assistant IV	40.06
30375 - Petroleum Supply Specialist	25.16
30390 - Photo-Optics Technician	24.55
30395 - Radiation Control Technician	25.16
30461 - Technical Writer I	25.32
30462 - Technical Writer II	30.65
30463 - Technical Writer III	32.80
30491 - Unexploded Ordnance (UXO) Technician I	27.90
30492 - Unexploded Ordnance (UXO) Technician II	33.76
30493 - Unexploded Ordnance (UXO) Technician III	40.47
30494 - Unexploded (UXO) Safety Escort	27.90
30495 - Unexploded (UXO) Sweep Personnel	27.90
30501 - Weather Forecaster I	27.19
30502 - Weather Forecaster II	33.06
30620 - Weather Observer Combined (see 2)	22.50
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.76
31020 - Bus Aide	16.59
31030 - Bus Driver	21.61
31043 - Driver Courier	15.81
31260 - Parking and Lot Attendant	15.30
31290 - Shuttle Bus Driver	16.04
31310 - Taxi Driver	15.71
31361 - Truckdriver Light	16.04
31362 - Truckdriver Medium	17.68
31363 - Truckdriver Heavy	22.93
31364 - Truckdriver Tractor-Trailer	22.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.46
99030 - Cashier	12.31
99050 - Desk Clerk	11.48
99095 - Embalmer	27.90

99130 - Flight Follower	27.90
99251 - Laboratory Animal Caretaker	16.95
I	
99252 - Laboratory Animal Caretaker	18.06
II	
99260 - Marketing Analyst	26.17
99310 - Mortician	27.90
99410 - Pest Controller	24.54
99510 - Photofinishing Worker	14.66
99710 - Recycling Laborer	18.84
99711 - Recycling Specialist	21.70
99730 - Refuse Collector	17.42
99810 - Sales Clerk	14.69
99820 - School Crossing Guard	17.42
99830 - Survey Party Chief	29.98
99831 - Surveying Aide	20.22
99832 - Surveying Technician	21.98
99840 - Vending Machine Attendant	18.80
99841 - Vending Machine Repairer	22.51
99842 - Vending Machine Repairer	18.80
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5593

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5593
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Nevada

Area: Nevada County of Clark

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.72
01012 - Accounting Clerk II		17.65
01013 - Accounting Clerk III		19.75
01020 - Administrative Assistant		31.83
01035 - Court Reporter		26.59
01041 - Customer Service Representative I		13.19
01042 - Customer Service Representative II		14.39

01043 - Customer Service Representative III	16.16
01051 - Data Entry Operator I	14.25
01052 - Data Entry Operator II	15.55
01060 - Dispatcher Motor Vehicle	17.55
01070 - Document Preparation Clerk	15.40
01090 - Duplicating Machine Operator	15.40
01111 - General Clerk I	14.32
01112 - General Clerk II	15.63
01113 - General Clerk III	17.55
01120 - Housing Referral Assistant	20.64
01141 - Messenger Courier	16.19
01191 - Order Clerk I	15.42
01192 - Order Clerk II	16.82
01261 - Personnel Assistant (Employment) I	16.60
01262 - Personnel Assistant (Employment) II	18.57
01263 - Personnel Assistant (Employment) III	20.70
01270 - Production Control Clerk	21.01
01290 - Rental Clerk	14.36
01300 - Scheduler Maintenance	16.55
01311 - Secretary I	16.55
01312 - Secretary II	18.51
01313 - Secretary III	20.64
01320 - Service Order Dispatcher	15.69
01410 - Supply Technician	31.83
01420 - Survey Worker	15.69
01460 - Switchboard Operator/Receptionist	14.48
01531 - Travel Clerk I	16.38
01532 - Travel Clerk II	17.39
01533 - Travel Clerk III	18.66
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.48
Fiberglass	
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.81
05070 - Automotive Worker	18.81
05110 - Mobile Equipment Servicer	17.19
05130 - Motor Equipment Metal	20.23
Mechanic	
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	16.39

05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter Automotive	19.42
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	20.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.41
07041 - Cook I	16.25
07042 - Cook II	18.04
07070 - Dishwasher	13.66
07130 - Food Service Worker	15.05
07210 - Meat Cutter	18.72
07260 - Waiter/Waitress	11.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.94
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer Minor	17.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.01
11060 - Elevator Operator	16.19
11090 - Gardener	17.43
11122 - Housekeeping Aide	16.19
11150 - Janitor	16.19
11210 - Laborer Grounds Maintenance	14.44
11240 - Maid or Houseman	16.66
11260 - Pruner	13.34
11270 - Tractor Operator	16.47
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	17.53
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	25.56
12012 - Certified Occupational Therapist Assistant	36.02
12015 - Certified Physical Therapist Assistant	33.83
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	43.82
12030 - EKG Technician	32.68
12035 - Electroneurodiagnostic Technologist	32.68

12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.56
12073 - Licensed Practical Nurse III	28.50
12100 - Medical Assistant	16.91
12130 - Medical Laboratory Technician	29.04
Technician	
12160 - Medical Record Clerk	19.31
12190 - Medical Record Technician	21.60
12195 - Medical Transcriptionist	17.41
12210 - Nuclear Medicine Technologist	40.21
Technologist	
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.65
12224 - Nursing Assistant IV	16.45
12235 - Optical Dispenser	22.54
12236 - Optical Technician	15.55
12250 - Pharmacy Technician	18.44
12280 - Phlebotomist	18.19
12305 - Radiologic Technologist	34.91
12311 - Registered Nurse I	28.00
12312 - Registered Nurse II	34.26
12313 - Registered Nurse II	34.26
Specialist	
12314 - Registered Nurse III	41.45
12315 - Registered Nurse III	41.45
Anesthetist	
12316 - Registered Nurse IV	49.67
12317 - Scheduler (Drug and Alcohol Testing)	31.66
Testing)	
12320 - Substance Abuse Treatment Counselor	27.08
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	26.06
13012 - Exhibits Specialist II	32.28
13013 - Exhibits Specialist III	38.84
13041 - Illustrator I	26.06
13042 - Illustrator II	32.28
13043 - Illustrator III	39.48
13047 - Librarian	35.76
13050 - Library Aide/Clerk	18.63
13054 - Library Information Technology Systems Administrator	32.28
Technology Systems Administrator	
13058 - Library Technician	20.59
13061 - Media Specialist I	23.30
13062 - Media Specialist II	26.06
13063 - Media Specialist III	29.06

13071 - Photographer I	15.65
13072 - Photographer II	17.52
13073 - Photographer III	21.70
13074 - Photographer IV	26.55
13075 - Photographer V	32.11
13090 - Technical Order Library	23.41
Clerk	
13110 - Video Teleconference	28.17
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.98
14042 - Computer Operator II	21.43
14043 - Computer Operator III	23.66
14044 - Computer Operator IV	26.30
14045 - Computer Operator V	29.12
14071 - Computer Programmer I	25.73
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	18.98
Operator	
14160 - Personal Computer Support	26.30
Technician	
14170 - System Support Specialist	29.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.50
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.69
Instructor (Rated)	
15030 - Air Crew Training Devices	42.24
Instructor (Pilot)	
15050 - Computer Based Training	29.50
Specialist / Instructor	
15060 - Educational Technologist	31.97
15070 - Flight Instructor (Pilot)	42.24
15080 - Graphic Artist	25.16
15085 - Maintenance Test Pilot Fixed	41.74
Jet/Prop	
15086 - Maintenance Test Pilot	41.74
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.74
Pilot	
15090 - Technical Instructor	21.79
15095 - Technical Instructor/Course	26.65
Developer	
15110 - Test Proctor	17.59

15120 - Tutor	17.59
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.42
16030 - Counter Attendant	13.42
16040 - Dry Cleaner	17.33
16070 - Finisher Flatwork Machine	13.42
16090 - Presser Hand	13.42
16110 - Presser Machine Drycleaning	13.42
16130 - Presser Machine Shirts	13.42
16160 - Presser Machine Wearing	13.42
Apparel Laundry	
16190 - Sewing Machine Operator	18.59
16220 - Tailor	19.88
16250 - Washer Machine	14.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.00
19040 - Tool And Die Maker	31.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.67
21030 - Material Coordinator	21.01
21040 - Material Expediter	21.01
21050 - Material Handling Laborer	14.35
21071 - Order Filler	13.34
21080 - Production Line Worker (Food Processing)	19.67
21110 - Shipping Packer	15.83
21130 - Shipping/Receiving Clerk	15.83
21140 - Store Worker I	17.88
21150 - Stock Clerk	22.42
21210 - Tools And Parts Attendant	19.67
21410 - Warehouse Specialist	19.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.31
23019 - Aircraft Logs and Records Technician	34.75
23021 - Aircraft Mechanic I	40.43
23022 - Aircraft Mechanic II	42.31
23023 - Aircraft Mechanic III	43.88
23040 - Aircraft Mechanic Helper	31.10
23050 - Aircraft Painter	38.50
23060 - Aircraft Servicer	34.75
23070 - Aircraft Survival Flight Equipment Technician	38.50
23080 - Aircraft Worker	36.56

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.43
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	23.08
23125 - Cable Splicer	34.12
23130 - Carpenter Maintenance	26.35
23140 - Carpet Layer	27.13
23160 - Electrician Maintenance	32.18
23181 - Electronics Technician Maintenance I	29.43
23182 - Electronics Technician Maintenance II	31.00
23183 - Electronics Technician Maintenance III	32.55
23260 - Fabric Worker	24.36
23290 - Fire Alarm System Mechanic	28.27
23310 - Fire Extinguisher Repairer	23.08
23311 - Fuel Distribution System Mechanic	30.64
23312 - Fuel Distribution System Operator	24.95
23370 - General Maintenance Worker	22.33
23380 - Ground Support Equipment Mechanic	40.43
23381 - Ground Support Equipment Servicer	34.75
23382 - Ground Support Equipment Worker	36.56
23391 - Gunsmith I	23.08
23392 - Gunsmith II	25.63
23393 - Gunsmith III	28.34
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.26
23430 - Heavy Equipment Mechanic	30.41
23440 - Heavy Equipment Operator	29.83
23460 - Instrument Mechanic	34.44
23465 - Laboratory/Shelter Mechanic	27.00
23470 - Laborer	14.35
23510 - Locksmith	26.68
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist Maintenance	22.55

23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	34.44
23592 - Metrology Technician II	36.04
23593 - Metrology Technician III	37.37
23640 - Millwright	32.88
23710 - Office Appliance Repairer	22.47
23760 - Painter Maintenance	22.34
23790 - Pipefitter Maintenance	26.83
23810 - Plumber Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	28.34
23850 - Rigger	31.00
23870 - Scale Mechanic	25.63
23890 - Sheet-Metal Worker	28.32
Maintenance	
23910 - Small Engine Mechanic	21.61
23931 - Telecommunications Mechanic	27.85
I	
23932 - Telecommunications Mechanic	29.15
II	
23950 - Telephone Lineman	22.85
23960 - Welder Combination	24.19
Maintenance	
23965 - Well Driller	29.79
23970 - Woodcraft Worker	28.34
23980 - Woodworker	23.08
24000 - Personal Needs Occupations	
24550 - Case Manager	17.95
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.75
24620 - Family Readiness And Support	17.95
Services	
Coordinator	
24630 - Homemaker	19.78
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.62
25040 - Sewage Plant Operator	37.43
25070 - Stationary Engineer	34.62
25190 - Ventilation Equipment Tender	26.64
25210 - Water Treatment Plant	37.43
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.99
27007 - Baggage Inspector	15.26
27008 - Corrections Officer	29.91
27010 - Court Security Officer	34.08
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	29.91
27070 - Firefighter	38.33

27101 - Guard I	15.26
27102 - Guard II	20.45
27131 - Police Officer I	35.83
27132 - Police Officer II	39.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.68
28042 - Carnival Equipment Repairer	14.49
28043 - Carnival Worker	11.09
28210 - Gate Attendant/Gate Tender	17.04
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	19.07
28510 - Recreation Aide/Health	13.91
Facility Attendant	
28515 - Recreation Specialist	21.93
28630 - Sports Official	15.17
28690 - Swimming Pool Operator	20.30
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	31.92
29020 - Hatch Tender	31.92
29030 - Line Handler	31.92
29041 - Stevedore I	30.34
29042 - Stevedore II	33.62
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.89
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.19
Specialist Station (HFO)	
30012 - Air Traffic Control	31.05
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	28.17
30040 - Civil Engineering Technician	27.63
30051 - Cryogenic Technician I	27.11
30052 - Cryogenic Technician II	29.94
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	30.87
30081 - Engineering Technician I	16.94
30082 - Engineering Technician II	19.03
30083 - Engineering Technician III	23.33
30084 - Engineering Technician IV	26.37
30085 - Engineering Technician V	32.26
30086 - Engineering Technician VI	39.04
30090 - Environmental Technician	26.42
30095 - Evidence Control Specialist	24.48
30210 - Laboratory Technician	27.41

30221 - Latent Fingerprint Technician I	31.34
30222 - Latent Fingerprint Technician II	34.61
30240 - Mathematical Technician	34.09
30361 - Paralegal/Legal Assistant I	18.55
30362 - Paralegal/Legal Assistant II	22.97
30363 - Paralegal/Legal Assistant III	28.10
30364 - Paralegal/Legal Assistant IV	34.00
30375 - Petroleum Supply Specialist	29.94
30390 - Photo-Optics Technician	28.17
30395 - Radiation Control Technician	29.94
30461 - Technical Writer I	22.64
30462 - Technical Writer II	27.70
30463 - Technical Writer III	33.51
30491 - Unexploded Ordnance (UXO) Technician I	25.98
30492 - Unexploded Ordnance (UXO) Technician II	31.44
30493 - Unexploded Ordnance (UXO) Technician III	37.68
30494 - Unexploded (UXO) Safety Escort	25.98
30495 - Unexploded (UXO) Sweep Personnel	25.98
30501 - Weather Forecaster I	28.49
30502 - Weather Forecaster II	34.64
30620 - Weather Observer Combined (see 2)	25.36
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.44
31020 - Bus Aide	15.71
31030 - Bus Driver	20.01
31043 - Driver Courier	15.86
31260 - Parking and Lot Attendant	12.77
31290 - Shuttle Bus Driver	16.79
31310 - Taxi Driver	14.50
31361 - Truckdriver Light	16.79
31362 - Truckdriver Medium	17.72
31363 - Truckdriver Heavy	23.44
31364 - Truckdriver Tractor-Trailer	23.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.33
99030 - Cashier	11.42
99050 - Desk Clerk	16.67
99095 - Embalmer	30.13

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	13.19
I	
99252 - Laboratory Animal Caretaker	13.96
II	
99260 - Marketing Analyst	28.70
99310 - Mortician	30.13
99410 - Pest Controller	22.28
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	20.10
99711 - Recycling Specialist	22.92
99730 - Refuse Collector	18.57
99810 - Sales Clerk	12.29
99820 - School Crossing Guard	15.13
99830 - Survey Party Chief	37.15
99831 - Surveying Aide	21.13
99832 - Surveying Technician	28.98
99840 - Vending Machine Attendant	18.29
99841 - Vending Machine Repairer	21.58
99842 - Vending Machine Repairer	18.36
Helper	

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.

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).

** 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)).

**** 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.

Standard Wage Determination No.: 2015-5595

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5595
Revision No.: 15
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Nevada

Area: Nevada Counties of Storey Washoe

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.51
01012 - Accounting Clerk II		18.53
01013 - Accounting Clerk III		20.74
01020 - Administrative Assistant		30.62
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		15.99

01043 - Customer Service Representative III	17.73
01051 - Data Entry Operator I	13.68
01052 - Data Entry Operator II	15.06
01060 - Dispatcher Motor Vehicle	21.62
01070 - Document Preparation Clerk	17.24
01090 - Duplicating Machine Operator	17.24
01111 - General Clerk I	15.51
01112 - General Clerk II	16.92
01113 - General Clerk III	19.00
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	16.72
01191 - Order Clerk I	17.06
01192 - Order Clerk II	18.61
01261 - Personnel Assistant (Employment) I	16.22
01262 - Personnel Assistant (Employment) II	18.15
01263 - Personnel Assistant (Employment) III	20.23
01270 - Production Control Clerk	21.71
01290 - Rental Clerk	15.67
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	17.78
01410 - Supply Technician	29.20
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	15.86
01531 - Travel Clerk I	15.81
01532 - Travel Clerk II	16.79
01533 - Travel Clerk III	17.55
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.82
Fiberglass	
05010 - Automotive Electrician	23.87
05040 - Automotive Glass Installer	22.60
05070 - Automotive Worker	22.60
05110 - Mobile Equipment Servicer	20.06
05130 - Motor Equipment Metal	25.20
Mechanic	
05160 - Motor Equipment Metal Worker	22.60
05190 - Motor Vehicle Mechanic	25.20
05220 - Motor Vehicle Mechanic Helper	18.57

05250 - Motor Vehicle Upholstery Worker	21.38
05280 - Motor Vehicle Wrecker	22.60
05310 - Painter Automotive	23.87
05340 - Radiator Repair Specialist	22.60
05370 - Tire Repairer	17.62
05400 - Transmission Repair Specialist	25.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.82
07041 - Cook I	16.99
07042 - Cook II	19.15
07070 - Dishwasher	10.73
07130 - Food Service Worker	12.12
07210 - Meat Cutter	23.07
07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.88
09040 - Furniture Handler	14.83
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	16.24
09110 - Furniture Repairer Minor	18.70
09130 - Upholsterer	19.87
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.78
11060 - Elevator Operator	13.78
11090 - Gardener	19.47
11122 - Housekeeping Aide	13.89
11150 - Janitor	13.89
11210 - Laborer Grounds Maintenance	15.61
11240 - Maid or Houseman	13.34
11260 - Pruner	14.14
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.61
11360 - Window Cleaner	15.04
12000 - Health Occupations	
12010 - Ambulance Driver	21.33
12011 - Breath Alcohol Technician	25.81
12012 - Certified Occupational Therapist Assistant	38.39
12015 - Certified Physical Therapist Assistant	26.10
12020 - Dental Assistant	20.90
12025 - Dental Hygienist	45.50
12030 - EKG Technician	35.78
12035 - Electroneurodiagnostic Technologist	35.78

12040 - Emergency Medical Technician	21.33
12071 - Licensed Practical Nurse I	24.22
12072 - Licensed Practical Nurse II	27.11
12073 - Licensed Practical Nurse III	30.22
12100 - Medical Assistant	18.07
12130 - Medical Laboratory Technician	25.32
Technician	
12160 - Medical Record Clerk	18.13
12190 - Medical Record Technician	20.28
12195 - Medical Transcriptionist	20.17
12210 - Nuclear Medicine Technologist	59.56
Technologist	
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.03
12224 - Nursing Assistant IV	16.88
12235 - Optical Dispenser	22.06
12236 - Optical Technician	23.25
12250 - Pharmacy Technician	18.85
12280 - Phlebotomist	19.07
12305 - Radiologic Technologist	33.14
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II	35.14
Specialist	
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III	40.94
Anesthetist	
12316 - Registered Nurse IV	49.04
12317 - Scheduler (Drug and Alcohol Testing)	33.57
Testing)	
12320 - Substance Abuse Treatment Counselor	30.66
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	24.52
13012 - Exhibits Specialist II	30.36
13013 - Exhibits Specialist III	37.14
13041 - Illustrator I	24.52
13042 - Illustrator II	30.36
13043 - Illustrator III	37.14
13047 - Librarian	33.63
13050 - Library Aide/Clerk	21.57
13054 - Library Information Technology Systems Administrator	30.36
Technology Systems Administrator	
13058 - Library Technician	23.05
13061 - Media Specialist I	21.90
13062 - Media Specialist II	24.52
13063 - Media Specialist III	27.33

13071 - Photographer I	15.87
13072 - Photographer II	17.74
13073 - Photographer III	21.98
13074 - Photographer IV	26.88
13075 - Photographer V	32.53
13090 - Technical Order Library	24.94
Clerk	
13110 - Video Teleconference	20.97
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.56
14042 - Computer Operator II	20.68
14043 - Computer Operator III	23.14
14044 - Computer Operator IV	25.72
14045 - Computer Operator V	28.49
14071 - Computer Programmer I	(see 1) 23.73
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	18.56
Operator	
14160 - Personal Computer Support	25.72
Technician	
14170 - System Support Specialist	31.76
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.86
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.42
Instructor (Rated)	
15030 - Air Crew Training Devices	43.41
Instructor (Pilot)	
15050 - Computer Based Training	30.07
Specialist / Instructor	
15060 - Educational Technologist	34.68
15070 - Flight Instructor (Pilot)	43.41
15080 - Graphic Artist	23.61
15085 - Maintenance Test Pilot Fixed	43.31
Jet/Prop	
15086 - Maintenance Test Pilot	43.31
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.31
Pilot	
15090 - Technical Instructor	21.44
15095 - Technical Instructor/Course	26.23
Developer	
15110 - Test Proctor	17.31

15120 - Tutor	17.31
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	15.47
Apparel Laundry	
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)	23.49
19040 - Tool And Die Maker	28.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.30
21030 - Material Coordinator	21.71
21040 - Material Expediter	21.71
21050 - Material Handling Laborer	16.61
21071 - Order Filler	17.01
21080 - Production Line Worker (Food Processing)	20.30
21110 - Shipping Packer	17.45
21130 - Shipping/Receiving Clerk	17.45
21140 - Store Worker I	15.25
21150 - Stock Clerk	19.34
21210 - Tools And Parts Attendant	20.30
21410 - Warehouse Specialist	20.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.35
23019 - Aircraft Logs and Records Technician	26.14
23021 - Aircraft Mechanic I	30.81
23022 - Aircraft Mechanic II	32.35
23023 - Aircraft Mechanic III	33.94
23040 - Aircraft Mechanic Helper	22.70
23050 - Aircraft Painter	29.19
23060 - Aircraft Servicer	26.14
23070 - Aircraft Survival Flight Equipment Technician	29.19
23080 - Aircraft Worker	27.63

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.81
23110 - Appliance Mechanic	21.84
23120 - Bicycle Repairer	20.31
23125 - Cable Splicer	28.98
23130 - Carpenter Maintenance	24.82
23140 - Carpet Layer	29.58
23160 - Electrician Maintenance	27.43
23181 - Electronics Technician Maintenance I	29.59
23182 - Electronics Technician Maintenance II	31.25
23183 - Electronics Technician Maintenance III	32.99
23260 - Fabric Worker	23.51
23290 - Fire Alarm System Mechanic	28.56
23310 - Fire Extinguisher Repairer	22.07
23311 - Fuel Distribution System Mechanic	27.72
23312 - Fuel Distribution System Operator	22.08
23370 - General Maintenance Worker	21.39
23380 - Ground Support Equipment Mechanic	30.81
23381 - Ground Support Equipment Servicer	26.14
23382 - Ground Support Equipment Worker	27.63
23391 - Gunsmith I	22.07
23392 - Gunsmith II	24.86
23393 - Gunsmith III	27.72
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.84
23430 - Heavy Equipment Mechanic	30.20
23440 - Heavy Equipment Operator	29.30
23460 - Instrument Mechanic	27.72
23465 - Laboratory/Shelter Mechanic	26.26
23470 - Laborer	16.61
23510 - Locksmith	26.95
23530 - Machinery Maintenance Mechanic	26.22
23550 - Machinist Maintenance	23.87

23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	27.72
23592 - Metrology Technician II	29.11
23593 - Metrology Technician III	30.53
23640 - Millwright	27.73
23710 - Office Appliance Repairer	20.16
23760 - Painter Maintenance	18.41
23790 - Pipefitter Maintenance	31.02
23810 - Plumber Maintenance	29.39
23820 - Pneudraulic Systems Mechanic	27.72
23850 - Rigger	27.72
23870 - Scale Mechanic	24.86
23890 - Sheet-Metal Worker	30.93
Maintenance	
23910 - Small Engine Mechanic	23.09
23931 - Telecommunications Mechanic	29.17
I	
23932 - Telecommunications Mechanic	30.63
II	
23950 - Telephone Lineman	27.72
23960 - Welder Combination	21.89
Maintenance	
23965 - Well Driller	27.72
23970 - Woodcraft Worker	27.72
23980 - Woodworker	22.07
24000 - Personal Needs Occupations	
24550 - Case Manager	18.42
24570 - Child Care Attendant	12.50
24580 - Child Care Center Clerk	15.60
24610 - Chore Aide	11.63
24620 - Family Readiness And Support	18.42
Services	
Coordinator	
24630 - Homemaker	18.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.72
25040 - Sewage Plant Operator	36.50
25070 - Stationary Engineer	27.72
25190 - Ventilation Equipment Tender	20.42
25210 - Water Treatment Plant	36.50
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.26
27007 - Baggage Inspector	13.61
27008 - Corrections Officer	27.94
27010 - Court Security Officer	27.94
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	27.94
27070 - Firefighter	27.94

27101 - Guard I	13.61
27102 - Guard II	18.18
27131 - Police Officer I	31.05
27132 - Police Officer II	34.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.60
28042 - Carnival Equipment Repairer	14.70
28043 - Carnival Worker	10.88
28210 - Gate Attendant/Gate Tender	14.66
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	16.41
28510 - Recreation Aide/Health	11.97
Facility Attendant	
28515 - Recreation Specialist	20.32
28630 - Sports Official	13.06
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	24.86
29020 - Hatch Tender	24.86
29030 - Line Handler	24.86
29041 - Stevedore I	23.51
29042 - Stevedore II	26.62
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.02
30022 - Archeological Technician II	20.17
30023 - Archeological Technician III	24.69
30030 - Cartographic Technician	24.69
30040 - Civil Engineering Technician	28.52
30051 - Cryogenic Technician I	26.32
30052 - Cryogenic Technician II	30.20
30061 - Drafter/CAD Operator I	18.02
30062 - Drafter/CAD Operator II	20.17
30063 - Drafter/CAD Operator III	22.50
30064 - Drafter/CAD Operator IV	27.35
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.96
30083 - Engineering Technician III	20.10
30084 - Engineering Technician IV	24.88
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.85
30090 - Environmental Technician	27.14
30095 - Evidence Control Specialist	24.69
30210 - Laboratory Technician	19.13

30221 - Latent Fingerprint Technician I	35.73
30222 - Latent Fingerprint Technician II	39.46
30240 - Mathematical Technician	26.12
30361 - Paralegal/Legal Assistant I	20.22
30362 - Paralegal/Legal Assistant II	25.06
30363 - Paralegal/Legal Assistant III	30.36
30364 - Paralegal/Legal Assistant IV	37.09
30375 - Petroleum Supply Specialist	30.20
30390 - Photo-Optics Technician	24.69
30395 - Radiation Control Technician	30.20
30461 - Technical Writer I	30.04
30462 - Technical Writer II	35.23
30463 - Technical Writer III	37.07
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	27.35
30502 - Weather Forecaster II	33.26
30620 - Weather Observer Combined (see 2)	22.50
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.69
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.37
31030 - Bus Driver	21.69
31043 - Driver Courier	18.00
31260 - Parking and Lot Attendant	9.88
31290 - Shuttle Bus Driver	18.07
31310 - Taxi Driver	12.46
31361 - Truckdriver Light	19.45
31362 - Truckdriver Medium	20.72
31363 - Truckdriver Heavy	24.32
31364 - Truckdriver Tractor-Trailer	24.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.64
99050 - Desk Clerk	13.72
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.83
I	
99252 - Laboratory Animal Caretaker	14.94
II	
99260 - Marketing Analyst	27.79
99310 - Mortician	25.60
99410 - Pest Controller	19.94
99510 - Photofinishing Worker	14.27
99710 - Recycling Laborer	18.25
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	20.21
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	19.93
99830 - Survey Party Chief	37.37
99831 - Surveying Aide	25.20
99832 - Surveying Technician	27.40
99840 - Vending Machine Attendant	16.04
99841 - Vending Machine Repairer	19.53
99842 - Vending Machine Repairer	16.04
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5597

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5597
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Nevada

Area: Nevada Counties of Churchill Douglas Lyon Mineral

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.76
01013 - Accounting Clerk III		18.75
01020 - Administrative Assistant		30.26
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.50

01043 - Customer Service Representative III	16.29
01051 - Data Entry Operator I	15.84
01052 - Data Entry Operator II	17.28
01060 - Dispatcher Motor Vehicle	24.29
01070 - Document Preparation Clerk	15.67
01090 - Duplicating Machine Operator	15.67
01111 - General Clerk I	14.43
01112 - General Clerk II	15.75
01113 - General Clerk III	17.69
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	16.62
01192 - Order Clerk II	18.13
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	26.40
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	21.52
01410 - Supply Technician	30.26
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	14.10
01532 - Travel Clerk II	15.01
01533 - Travel Clerk III	15.68
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.47
Fiberglass	
05010 - Automotive Electrician	27.16
05040 - Automotive Glass Installer	25.75
05070 - Automotive Worker	25.75
05110 - Mobile Equipment Servicer	23.04
05130 - Motor Equipment Metal	28.56
Mechanic	
05160 - Motor Equipment Metal Worker	25.75
05190 - Motor Vehicle Mechanic	28.56
05220 - Motor Vehicle Mechanic Helper	21.62

05250 - Motor Vehicle Upholstery Worker	24.40
05280 - Motor Vehicle Wrecker	25.75
05310 - Painter Automotive	27.16
05340 - Radiator Repair Specialist	25.75
05370 - Tire Repairer	15.35
05400 - Transmission Repair Specialist	28.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.73
07041 - Cook I	13.68
07042 - Cook II	15.28
07070 - Dishwasher	9.83
07130 - Food Service Worker	11.20
07210 - Meat Cutter	21.51
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.28
09040 - Furniture Handler	19.48
09080 - Furniture Refinisher	25.28
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer Minor	25.05
09130 - Upholsterer	23.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	13.64
11090 - Gardener	18.32
11122 - Housekeeping Aide	13.64
11150 - Janitor	13.64
11210 - Laborer Grounds Maintenance	15.05
11240 - Maid or Houseman	11.48
11260 - Pruner	13.88
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	15.05
11360 - Window Cleaner	14.80
12000 - Health Occupations	
12010 - Ambulance Driver	20.93
12011 - Breath Alcohol Technician	25.26
12012 - Certified Occupational Therapist Assistant	34.65
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	21.58
12025 - Dental Hygienist	48.40
12030 - EKG Technician	38.27
12035 - Electroneurodiagnostic Technologist	38.27

12040 - Emergency Medical Technician	20.93
12071 - Licensed Practical Nurse I	22.59
12072 - Licensed Practical Nurse II	25.26
12073 - Licensed Practical Nurse III	28.15
12100 - Medical Assistant	17.36
12130 - Medical Laboratory Technician	29.03
Technician	
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	22.59
12210 - Nuclear Medicine	55.50
Technologist	
12221 - Nursing Assistant I	11.96
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.47
12235 - Optical Dispenser	22.97
12236 - Optical Technician	22.59
12250 - Pharmacy Technician	17.51
12280 - Phlebotomist	17.71
12305 - Radiologic Technologist	33.92
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II	35.14
Specialist	
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III	40.94
Anesthetist	
12316 - Registered Nurse IV	49.04
12317 - Scheduler (Drug and Alcohol Testing)	31.29
Testing)	
12320 - Substance Abuse Treatment	27.48
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.59
13012 - Exhibits Specialist II	26.75
13013 - Exhibits Specialist III	32.72
13041 - Illustrator I	21.59
13042 - Illustrator II	26.75
13043 - Illustrator III	32.72
13047 - Librarian	29.62
13050 - Library Aide/Clerk	17.58
13054 - Library Information	26.75
Technology Systems	
Administrator	
13058 - Library Technician	18.86
13061 - Media Specialist I	19.31
13062 - Media Specialist II	21.59
13063 - Media Specialist III	24.06

13071 - Photographer I	19.31
13072 - Photographer II	21.59
13073 - Photographer III	26.75
13074 - Photographer IV	32.72
13075 - Photographer V	39.59
13090 - Technical Order Library	21.18
Clerk	
13110 - Video Teleconference	20.97
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.08
14042 - Computer Operator II	20.23
14043 - Computer Operator III	22.56
14044 - Computer Operator IV	25.06
14045 - Computer Operator V	27.75
14071 - Computer Programmer I	(see 1) 22.61
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	18.08
Operator	
14160 - Personal Computer Support	25.06
Technician	
14170 - System Support Specialist	32.57
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.62
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.42
Instructor (Rated)	
15030 - Air Crew Training Devices	41.25
Instructor (Pilot)	
15050 - Computer Based Training	29.62
Specialist / Instructor	
15060 - Educational Technologist	35.96
15070 - Flight Instructor (Pilot)	41.25
15080 - Graphic Artist	28.05
15085 - Maintenance Test Pilot Fixed	41.25
Jet/Prop	
15086 - Maintenance Test Pilot	41.25
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.25
Pilot	
15090 - Technical Instructor	26.11
15095 - Technical Instructor/Course	30.17
Developer	
15110 - Test Proctor	21.72

15120 - Tutor	21.72
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	15.47
Apparel Laundry	
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)	28.12
19040 - Tool And Die Maker	33.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.33
21030 - Material Coordinator	26.40
21040 - Material Expediter	26.40
21050 - Material Handling Laborer	16.94
21071 - Order Filler	14.13
21080 - Production Line Worker (Food Processing)	19.33
21110 - Shipping Packer	16.57
21130 - Shipping/Receiving Clerk	16.57
21140 - Store Worker I	16.69
21150 - Stock Clerk	21.11
21210 - Tools And Parts Attendant	19.33
21410 - Warehouse Specialist	19.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	46.89
23019 - Aircraft Logs and Records Technician	38.94
23021 - Aircraft Mechanic I	44.98
23022 - Aircraft Mechanic II	46.89
23023 - Aircraft Mechanic III	48.66
23040 - Aircraft Mechanic Helper	34.62
23050 - Aircraft Painter	43.44
23060 - Aircraft Servicer	38.94
23070 - Aircraft Survival Flight Equipment Technician	43.44
23080 - Aircraft Worker	41.00

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	41.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	44.98
23110 - Appliance Mechanic	28.12
23120 - Bicycle Repairer	23.78
23125 - Cable Splicer	35.82
23130 - Carpenter Maintenance	26.12
23140 - Carpet Layer	27.15
23160 - Electrician Maintenance	29.58
23181 - Electronics Technician Maintenance I	32.16
23182 - Electronics Technician Maintenance II	33.90
23183 - Electronics Technician Maintenance III	35.67
23260 - Fabric Worker	25.27
23290 - Fire Alarm System Mechanic	29.58
23310 - Fire Extinguisher Repairer	23.86
23311 - Fuel Distribution System Mechanic	28.00
23312 - Fuel Distribution System Operator	22.60
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment Mechanic	44.98
23381 - Ground Support Equipment Servicer	38.94
23382 - Ground Support Equipment Worker	41.00
23391 - Gunsmith I	23.86
23392 - Gunsmith II	26.67
23393 - Gunsmith III	29.58
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.40
23430 - Heavy Equipment Mechanic	34.59
23440 - Heavy Equipment Operator	25.42
23460 - Instrument Mechanic	35.38
23465 - Laboratory/Shelter Mechanic	28.12
23470 - Laborer	16.61
23510 - Locksmith	28.12
23530 - Machinery Maintenance Mechanic	31.16
23550 - Machinist Maintenance	21.46

23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	35.38
23592 - Metrology Technician II	37.03
23593 - Metrology Technician III	38.52
23640 - Millwright	29.48
23710 - Office Appliance Repairer	22.18
23760 - Painter Maintenance	22.02
23790 - Pipefitter Maintenance	30.32
23810 - Plumber Maintenance	28.83
23820 - Pneudraulic Systems Mechanic	29.58
23850 - Rigger	29.58
23870 - Scale Mechanic	26.67
23890 - Sheet-Metal Worker	33.88
Maintenance	
23910 - Small Engine Mechanic	26.67
23931 - Telecommunications Mechanic	30.32
I	
23932 - Telecommunications Mechanic	31.74
II	
23950 - Telephone Lineman	29.58
23960 - Welder Combination	26.25
Maintenance	
23965 - Well Driller	31.04
23970 - Woodcraft Worker	29.58
23980 - Woodworker	23.86
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	11.17
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.35
24620 - Family Readiness And Support	16.29
Services	
Coordinator	
24630 - Homemaker	16.68
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.58
25040 - Sewage Plant Operator	26.90
25070 - Stationary Engineer	29.58
25190 - Ventilation Equipment Tender	22.39
25210 - Water Treatment Plant	26.90
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	15.60
27008 - Corrections Officer	26.94
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	26.94
27070 - Firefighter	22.91

27101 - Guard I	15.60
27102 - Guard II	18.18
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.22
28042 - Carnival Equipment Repairer	15.15
28043 - Carnival Worker	11.42
28210 - Gate Attendant/Gate Tender	17.22
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	19.27
28510 - Recreation Aide/Health	14.06
Facility Attendant	
28515 - Recreation Specialist	23.86
28630 - Sports Official	15.33
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	34.68
29020 - Hatch Tender	34.68
29030 - Line Handler	34.68
29041 - Stevedore I	33.52
29042 - Stevedore II	37.42
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 40.89
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 28.19
Specialist Station (HFO)	
30012 - Air Traffic Control	31.05
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.25
30022 - Archeological Technician II	20.42
30023 - Archeological Technician III	25.28
30030 - Cartographic Technician	25.28
30040 - Civil Engineering Technician	26.93
30051 - Cryogenic Technician I	28.00
30052 - Cryogenic Technician II	30.94
30061 - Drafter/CAD Operator I	18.25
30062 - Drafter/CAD Operator II	20.42
30063 - Drafter/CAD Operator III	22.76
30064 - Drafter/CAD Operator IV	28.00
30081 - Engineering Technician I	17.60
30082 - Engineering Technician II	19.76
30083 - Engineering Technician III	22.11
30084 - Engineering Technician IV	27.37
30085 - Engineering Technician V	33.50
30086 - Engineering Technician VI	40.54
30090 - Environmental Technician	27.01
30095 - Evidence Control Specialist	25.28
30210 - Laboratory Technician	29.18

30221 - Latent Fingerprint Technician I	28.00
30222 - Latent Fingerprint Technician II	30.94
30240 - Mathematical Technician	26.12
30361 - Paralegal/Legal Assistant I	20.94
30362 - Paralegal/Legal Assistant II	25.93
30363 - Paralegal/Legal Assistant III	31.73
30364 - Paralegal/Legal Assistant IV	38.39
30375 - Petroleum Supply Specialist	30.94
30390 - Photo-Optics Technician	24.80
30395 - Radiation Control Technician	30.94
30461 - Technical Writer I	25.32
30462 - Technical Writer II	30.94
30463 - Technical Writer III	37.43
30491 - Unexploded Ordnance (UXO) Technician I	25.98
30492 - Unexploded Ordnance (UXO) Technician II	31.44
30493 - Unexploded Ordnance (UXO) Technician III	37.68
30494 - Unexploded (UXO) Safety Escort	25.98
30495 - Unexploded (UXO) Sweep Personnel	25.98
30501 - Weather Forecaster I	28.00
30502 - Weather Forecaster II	34.06
30620 - Weather Observer Combined (see 2)	22.76
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.44
31020 - Bus Aide	21.05
31030 - Bus Driver	27.43
31043 - Driver Courier	16.58
31260 - Parking and Lot Attendant	11.65
31290 - Shuttle Bus Driver	16.70
31310 - Taxi Driver	14.41
31361 - Truckdriver Light	17.66
31362 - Truckdriver Medium	18.71
31363 - Truckdriver Heavy	29.48
31364 - Truckdriver Tractor-Trailer	29.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.33
99030 - Cashier	11.18
99050 - Desk Clerk	10.51
99095 - Embalmer	25.98

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.43
I	
99252 - Laboratory Animal Caretaker	15.37
II	
99260 - Marketing Analyst	26.16
99310 - Mortician	25.98
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	20.08
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	20.14
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	18.11
99830 - Survey Party Chief	34.27
99831 - Surveying Aide	23.11
99832 - Surveying Technician	25.12
99840 - Vending Machine Attendant	13.76
99841 - Vending Machine Repairer	16.39
99842 - Vending Machine Repairer	13.76
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5599

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5599
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Nevada

Area: Nevada Counties of Esmeralda Lincoln Nye

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.93
01012 - Accounting Clerk II		16.76
01013 - Accounting Clerk III		18.75
01020 - Administrative Assistant		30.26
01035 - Court Reporter		19.97
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.50

01043 - Customer Service Representative III	16.29
01051 - Data Entry Operator I	15.84
01052 - Data Entry Operator II	18.43
01060 - Dispatcher Motor Vehicle	22.31
01070 - Document Preparation Clerk	13.71
01090 - Duplicating Machine Operator	13.71
01111 - General Clerk I	14.43
01112 - General Clerk II	15.75
01113 - General Clerk III	17.69
01120 - Housing Referral Assistant	20.62
01141 - Messenger Courier	11.48
01191 - Order Clerk I	16.62
01192 - Order Clerk II	18.13
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	26.40
01290 - Rental Clerk	14.22
01300 - Scheduler Maintenance	16.53
01311 - Secretary I	16.53
01312 - Secretary II	18.49
01313 - Secretary III	20.62
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	30.26
01420 - Survey Worker	17.26
01460 - Switchboard Operator/Receptionist	13.97
01531 - Travel Clerk I	14.10
01532 - Travel Clerk II	15.01
01533 - Travel Clerk III	15.68
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.16
Fiberglass	
05010 - Automotive Electrician	27.16
05040 - Automotive Glass Installer	25.75
05070 - Automotive Worker	25.75
05110 - Mobile Equipment Servicer	23.04
05130 - Motor Equipment Metal	28.56
Mechanic	
05160 - Motor Equipment Metal Worker	25.75
05190 - Motor Vehicle Mechanic	28.56
05220 - Motor Vehicle Mechanic Helper	21.62

05250 - Motor Vehicle Upholstery Worker	24.40
05280 - Motor Vehicle Wrecker	25.75
05310 - Painter Automotive	27.16
05340 - Radiator Repair Specialist	25.75
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	28.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	13.68
07042 - Cook II	15.28
07070 - Dishwasher	10.94
07130 - Food Service Worker	11.99
07210 - Meat Cutter	21.51
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.56
09040 - Furniture Handler	19.48
09080 - Furniture Refinisher	22.73
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer Minor	25.17
09130 - Upholsterer	27.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.03
11060 - Elevator Operator	13.64
11090 - Gardener	18.25
11122 - Housekeeping Aide	13.64
11150 - Janitor	13.64
11210 - Laborer Grounds Maintenance	15.05
11240 - Maid or Houseman	12.68
11260 - Pruner	13.88
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	15.05
11360 - Window Cleaner	14.80
12000 - Health Occupations	
12010 - Ambulance Driver	21.07
12011 - Breath Alcohol Technician	25.26
12012 - Certified Occupational Therapist Assistant	34.65
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	21.54
12025 - Dental Hygienist	48.40
12030 - EKG Technician	38.27
12035 - Electroneurodiagnostic Technologist	38.27

12040 - Emergency Medical Technician	21.07
12071 - Licensed Practical Nurse I	22.59
12072 - Licensed Practical Nurse II	25.26
12073 - Licensed Practical Nurse III	28.15
12100 - Medical Assistant	17.36
12130 - Medical Laboratory Technician	29.03
Technician	
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	22.59
12210 - Nuclear Medicine	55.50
Technologist	
12221 - Nursing Assistant I	11.96
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.47
12235 - Optical Dispenser	22.97
12236 - Optical Technician	22.59
12250 - Pharmacy Technician	17.51
12280 - Phlebotomist	17.71
12305 - Radiologic Technologist	33.92
12311 - Registered Nurse I	28.00
12312 - Registered Nurse II	34.26
12313 - Registered Nurse II	34.26
Specialist	
12314 - Registered Nurse III	41.45
12315 - Registered Nurse III	41.45
Anesthetist	
12316 - Registered Nurse IV	49.67
12317 - Scheduler (Drug and Alcohol Testing)	31.29
Testing)	
12320 - Substance Abuse Treatment	27.48
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.20
13012 - Exhibits Specialist II	27.51
13013 - Exhibits Specialist III	32.72
13041 - Illustrator I	21.59
13042 - Illustrator II	26.75
13043 - Illustrator III	32.72
13047 - Librarian	30.46
13050 - Library Aide/Clerk	17.42
13054 - Library Information	27.51
Technology Systems	
Administrator	
13058 - Library Technician	18.72
13061 - Media Specialist I	19.85
13062 - Media Specialist II	22.20
13063 - Media Specialist III	24.76

13071 - Photographer I	19.31
13072 - Photographer II	21.59
13073 - Photographer III	26.75
13074 - Photographer IV	32.72
13075 - Photographer V	39.59
13090 - Technical Order Library	21.18
Clerk	
13110 - Video Teleconference	25.69
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.98
14042 - Computer Operator II	21.37
14043 - Computer Operator III	23.66
14044 - Computer Operator IV	26.30
14045 - Computer Operator V	29.12
14071 - Computer Programmer I	(see 1) 24.59
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	18.98
Operator	
14160 - Personal Computer Support	26.30
Technician	
14170 - System Support Specialist	32.57
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.50
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.69
Instructor (Rated)	
15030 - Air Crew Training Devices	41.62
Instructor (Pilot)	
15050 - Computer Based Training	29.50
Specialist / Instructor	
15060 - Educational Technologist	31.34
15070 - Flight Instructor (Pilot)	41.62
15080 - Graphic Artist	28.15
15085 - Maintenance Test Pilot Fixed	41.25
Jet/Prop	
15086 - Maintenance Test Pilot	41.25
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.25
Pilot	
15090 - Technical Instructor	26.91
15095 - Technical Instructor/Course	32.92
Developer	
15110 - Test Proctor	21.72

15120 - Tutor	21.72
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	15.47
Apparel Laundry	
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)	28.12
19040 - Tool And Die Maker	33.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.33
21030 - Material Coordinator	26.40
21040 - Material Expediter	26.40
21050 - Material Handling Laborer	16.88
21071 - Order Filler	13.33
21080 - Production Line Worker (Food Processing)	19.33
21110 - Shipping Packer	16.57
21130 - Shipping/Receiving Clerk	16.57
21140 - Store Worker I	16.69
21150 - Stock Clerk	21.11
21210 - Tools And Parts Attendant	19.33
21410 - Warehouse Specialist	19.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	47.82
23019 - Aircraft Logs and Records Technician	39.05
23021 - Aircraft Mechanic I	45.70
23022 - Aircraft Mechanic II	47.82
23023 - Aircraft Mechanic III	49.75
23040 - Aircraft Mechanic Helper	35.16
23050 - Aircraft Painter	43.44
23060 - Aircraft Servicer	39.05
23070 - Aircraft Survival Flight Equipment Technician	43.44
23080 - Aircraft Worker	41.23

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	41.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	45.70
23110 - Appliance Mechanic	28.12
23120 - Bicycle Repairer	23.86
23125 - Cable Splicer	40.08
23130 - Carpenter Maintenance	26.16
23140 - Carpet Layer	27.15
23160 - Electrician Maintenance	29.58
23181 - Electronics Technician Maintenance I	32.16
23182 - Electronics Technician Maintenance II	34.24
23183 - Electronics Technician Maintenance III	35.95
23260 - Fabric Worker	25.27
23290 - Fire Alarm System Mechanic	29.58
23310 - Fire Extinguisher Repairer	23.86
23311 - Fuel Distribution System Mechanic	28.00
23312 - Fuel Distribution System Operator	22.60
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment Mechanic	45.70
23381 - Ground Support Equipment Servicer	39.05
23382 - Ground Support Equipment Worker	41.23
23391 - Gunsmith I	23.86
23392 - Gunsmith II	26.67
23393 - Gunsmith III	29.58
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.40
23430 - Heavy Equipment Mechanic	34.59
23440 - Heavy Equipment Operator	26.66
23460 - Instrument Mechanic	35.38
23465 - Laboratory/Shelter Mechanic	28.12
23470 - Laborer	16.88
23510 - Locksmith	28.12
23530 - Machinery Maintenance Mechanic	31.16
23550 - Machinist Maintenance	21.46

23580 - Maintenance Trades Helper	22.39
23591 - Metrology Technician I	35.38
23592 - Metrology Technician II	37.03
23593 - Metrology Technician III	38.52
23640 - Millwright	29.48
23710 - Office Appliance Repairer	22.47
23760 - Painter Maintenance	23.63
23790 - Pipefitter Maintenance	30.32
23810 - Plumber Maintenance	28.83
23820 - Pneudraulic Systems Mechanic	29.58
23850 - Rigger	29.58
23870 - Scale Mechanic	26.67
23890 - Sheet-Metal Worker	35.01
Maintenance	
23910 - Small Engine Mechanic	26.67
23931 - Telecommunications Mechanic	30.32
I	
23932 - Telecommunications Mechanic	33.39
II	
23950 - Telephone Lineman	29.58
23960 - Welder Combination	26.25
Maintenance	
23965 - Well Driller	31.04
23970 - Woodcraft Worker	29.58
23980 - Woodworker	23.86
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.35
24620 - Family Readiness And Support	16.29
Services	
Coordinator	
24630 - Homemaker	19.78
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.58
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	29.58
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant	30.12
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.02
27007 - Baggage Inspector	15.60
27008 - Corrections Officer	28.25
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.25
27070 - Firefighter	26.62

27101 - Guard I	15.60
27102 - Guard II	20.45
27131 - Police Officer I	28.20
27132 - Police Officer II	31.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.22
28042 - Carnival Equipment Repairer	15.15
28043 - Carnival Worker	11.42
28210 - Gate Attendant/Gate Tender	18.63
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health	15.21
Facility Attendant	
28515 - Recreation Specialist	23.68
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	20.30
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	37.01
29020 - Hatch Tender	37.01
29030 - Line Handler	37.01
29041 - Stevedore I	35.07
29042 - Stevedore II	39.03
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.89
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.19
Specialist Station (HFO)	
30012 - Air Traffic Control	31.05
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	28.17
30040 - Civil Engineering Technician	26.93
30051 - Cryogenic Technician I	28.00
30052 - Cryogenic Technician II	30.94
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	30.87
30081 - Engineering Technician I	18.42
30082 - Engineering Technician II	20.68
30083 - Engineering Technician III	23.33
30084 - Engineering Technician IV	28.66
30085 - Engineering Technician V	35.07
30086 - Engineering Technician VI	42.43
30090 - Environmental Technician	25.28
30095 - Evidence Control Specialist	25.28
30210 - Laboratory Technician	29.18

30221 - Latent Fingerprint Technician I	28.00
30222 - Latent Fingerprint Technician II	30.94
30240 - Mathematical Technician	28.17
30361 - Paralegal/Legal Assistant I	20.94
30362 - Paralegal/Legal Assistant II	25.93
30363 - Paralegal/Legal Assistant III	31.73
30364 - Paralegal/Legal Assistant IV	38.39
30375 - Petroleum Supply Specialist	30.94
30390 - Photo-Optics Technician	28.17
30395 - Radiation Control Technician	30.94
30461 - Technical Writer I	25.28
30462 - Technical Writer II	30.94
30463 - Technical Writer III	37.43
30491 - Unexploded Ordnance (UXO) Technician I	25.98
30492 - Unexploded Ordnance (UXO) Technician II	31.44
30493 - Unexploded Ordnance (UXO) Technician III	37.68
30494 - Unexploded (UXO) Safety Escort	25.98
30495 - Unexploded (UXO) Sweep Personnel	25.98
30501 - Weather Forecaster I	30.87
30502 - Weather Forecaster II	37.54
30620 - Weather Observer Combined (see 2)	25.36
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.44
31020 - Bus Aide	21.58
31030 - Bus Driver	27.91
31043 - Driver Courier	16.58
31260 - Parking and Lot Attendant	12.22
31290 - Shuttle Bus Driver	16.70
31310 - Taxi Driver	16.18
31361 - Truckdriver Light	17.66
31362 - Truckdriver Medium	18.71
31363 - Truckdriver Heavy	29.48
31364 - Truckdriver Tractor-Trailer	29.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.33
99030 - Cashier	11.18
99050 - Desk Clerk	13.86
99095 - Embalmer	30.13

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.43
I	
99252 - Laboratory Animal Caretaker	15.37
II	
99260 - Marketing Analyst	26.16
99310 - Mortician	30.13
99410 - Pest Controller	22.14
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	22.07
99711 - Recycling Specialist	25.27
99730 - Refuse Collector	20.35
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	18.11
99830 - Survey Party Chief	32.20
99831 - Surveying Aide	18.31
99832 - Surveying Technician	25.12
99840 - Vending Machine Attendant	14.51
99841 - Vending Machine Repairer	19.29
99842 - Vending Machine Repairer	16.68
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5601

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.: 2015-5601
Revision No.: 16
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Nevada

Area: Nevada Counties of Elko Eureka Humboldt Lander Pershing White Pine

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.19
01012 - Accounting Clerk II		17.06
01013 - Accounting Clerk III		19.08
01020 - Administrative Assistant		30.26
01035 - Court Reporter		19.55
01041 - Customer Service Representative I		13.95
01042 - Customer Service Representative II		15.70

01043 - Customer Service Representative III	17.12
01051 - Data Entry Operator I	15.84
01052 - Data Entry Operator II	17.28
01060 - Dispatcher Motor Vehicle	23.78
01070 - Document Preparation Clerk	15.67
01090 - Duplicating Machine Operator	15.67
01111 - General Clerk I	14.43
01112 - General Clerk II	15.75
01113 - General Clerk III	17.69
01120 - Housing Referral Assistant	21.80
01141 - Messenger Courier	11.66
01191 - Order Clerk I	16.67
01192 - Order Clerk II	19.71
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	26.40
01290 - Rental Clerk	14.77
01300 - Scheduler Maintenance	17.48
01311 - Secretary I	17.48
01312 - Secretary II	19.55
01313 - Secretary III	21.80
01320 - Service Order Dispatcher	19.89
01410 - Supply Technician	30.26
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	14.10
01532 - Travel Clerk II	15.01
01533 - Travel Clerk III	15.68
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.47
Fiberglass	
05010 - Automotive Electrician	27.16
05040 - Automotive Glass Installer	25.75
05070 - Automotive Worker	25.75
05110 - Mobile Equipment Servicer	23.04
05130 - Motor Equipment Metal	28.56
Mechanic	
05160 - Motor Equipment Metal Worker	25.75
05190 - Motor Vehicle Mechanic	28.56
05220 - Motor Vehicle Mechanic Helper	21.62

05250 - Motor Vehicle Upholstery Worker	24.40
05280 - Motor Vehicle Wrecker	25.75
05310 - Painter Automotive	27.16
05340 - Radiator Repair Specialist	25.75
05370 - Tire Repairer	17.86
05400 - Transmission Repair Specialist	28.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.95
07041 - Cook I	15.45
07042 - Cook II	17.36
07070 - Dishwasher	9.92
07130 - Food Service Worker	11.20
07210 - Meat Cutter	21.51
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.28
09040 - Furniture Handler	19.73
09080 - Furniture Refinisher	25.28
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer Minor	25.05
09130 - Upholsterer	23.03
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	13.64
11090 - Gardener	18.19
11122 - Housekeeping Aide	13.64
11150 - Janitor	13.64
11210 - Laborer Grounds Maintenance	14.70
11240 - Maid or Houseman	11.48
11260 - Pruner	13.57
11270 - Tractor Operator	16.91
11330 - Trail Maintenance Worker	14.70
11360 - Window Cleaner	14.80
12000 - Health Occupations	
12010 - Ambulance Driver	19.52
12011 - Breath Alcohol Technician	25.26
12012 - Certified Occupational Therapist Assistant	34.65
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	21.45
12025 - Dental Hygienist	48.40
12030 - EKG Technician	38.27
12035 - Electroneurodiagnostic Technologist	38.27

12040 - Emergency Medical Technician	19.52
12071 - Licensed Practical Nurse I	22.59
12072 - Licensed Practical Nurse II	25.26
12073 - Licensed Practical Nurse III	28.15
12100 - Medical Assistant	17.36
12130 - Medical Laboratory Technician	29.98
Technician	
12160 - Medical Record Clerk	17.91
12190 - Medical Record Technician	20.04
12195 - Medical Transcriptionist	22.59
12210 - Nuclear Medicine	55.50
Technologist	
12221 - Nursing Assistant I	11.96
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.66
12224 - Nursing Assistant IV	16.47
12235 - Optical Dispenser	23.71
12236 - Optical Technician	22.59
12250 - Pharmacy Technician	20.58
12280 - Phlebotomist	17.71
12305 - Radiologic Technologist	35.02
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II	35.14
Specialist	
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III	40.94
Anesthetist	
12316 - Registered Nurse IV	49.04
12317 - Scheduler (Drug and Alcohol Testing)	31.29
Testing)	
12320 - Substance Abuse Treatment	29.68
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.07
13012 - Exhibits Specialist II	28.58
13013 - Exhibits Specialist III	34.95
13041 - Illustrator I	23.07
13042 - Illustrator II	28.58
13043 - Illustrator III	34.95
13047 - Librarian	31.65
13050 - Library Aide/Clerk	17.58
13054 - Library Information	28.58
Technology Systems	
Administrator	
13058 - Library Technician	22.83
13061 - Media Specialist I	20.62
13062 - Media Specialist II	23.07
13063 - Media Specialist III	25.72

13071 - Photographer I	19.31
13072 - Photographer II	21.59
13073 - Photographer III	26.75
13074 - Photographer IV	32.72
13075 - Photographer V	39.59
13090 - Technical Order Library	20.61
Clerk	
13110 - Video Teleconference	20.97
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.08
14042 - Computer Operator II	20.23
14043 - Computer Operator III	22.56
14044 - Computer Operator IV	25.06
14045 - Computer Operator V	27.75
14071 - Computer Programmer I	(see 1) 22.61
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	18.08
Operator	
14160 - Personal Computer Support	26.33
Technician	
14170 - System Support Specialist	29.32
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.62
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.42
Instructor (Rated)	
15030 - Air Crew Training Devices	41.25
Instructor (Pilot)	
15050 - Computer Based Training	29.62
Specialist / Instructor	
15060 - Educational Technologist	35.96
15070 - Flight Instructor (Pilot)	41.25
15080 - Graphic Artist	30.17
15085 - Maintenance Test Pilot Fixed	41.25
Jet/Prop	
15086 - Maintenance Test Pilot	41.25
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.25
Pilot	
15090 - Technical Instructor	26.91
15095 - Technical Instructor/Course	32.92
Developer	
15110 - Test Proctor	21.72

15120 - Tutor	21.72
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	15.47
Apparel Laundry	
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)	28.48
19040 - Tool And Die Maker	33.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.49
21030 - Material Coordinator	26.40
21040 - Material Expediter	26.40
21050 - Material Handling Laborer	17.68
21071 - Order Filler	14.13
21080 - Production Line Worker (Food Processing)	24.49
21110 - Shipping Packer	16.57
21130 - Shipping/Receiving Clerk	16.57
21140 - Store Worker I	16.69
21150 - Stock Clerk	21.11
21210 - Tools And Parts Attendant	24.49
21410 - Warehouse Specialist	24.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	43.82
23019 - Aircraft Logs and Records Technician	35.42
23021 - Aircraft Mechanic I	41.76
23022 - Aircraft Mechanic II	43.82
23023 - Aircraft Mechanic III	45.99
23040 - Aircraft Mechanic Helper	30.87
23050 - Aircraft Painter	39.55
23060 - Aircraft Servicer	35.42
23070 - Aircraft Survival Flight Equipment Technician	39.55
23080 - Aircraft Worker	37.48

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	37.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	41.76
23110 - Appliance Mechanic	29.06
23120 - Bicycle Repairer	23.78
23125 - Cable Splicer	35.82
23130 - Carpenter Maintenance	24.31
23140 - Carpet Layer	27.75
23160 - Electrician Maintenance	33.26
23181 - Electronics Technician Maintenance I	32.58
23182 - Electronics Technician Maintenance II	34.35
23183 - Electronics Technician Maintenance III	36.13
23260 - Fabric Worker	26.04
23290 - Fire Alarm System Mechanic	30.20
23310 - Fire Extinguisher Repairer	24.51
23311 - Fuel Distribution System Mechanic	31.37
23312 - Fuel Distribution System Operator	25.05
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment Mechanic	41.76
23381 - Ground Support Equipment Servicer	35.42
23382 - Ground Support Equipment Worker	37.48
23391 - Gunsmith I	24.51
23392 - Gunsmith II	27.54
23393 - Gunsmith III	30.62
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.40
23430 - Heavy Equipment Mechanic	34.59
23440 - Heavy Equipment Operator	25.63
23460 - Instrument Mechanic	35.38
23465 - Laboratory/Shelter Mechanic	29.06
23470 - Laborer	17.02
23510 - Locksmith	28.12
23530 - Machinery Maintenance Mechanic	31.16
23550 - Machinist Maintenance	27.47

23580 - Maintenance Trades Helper	20.91
23591 - Metrology Technician I	35.38
23592 - Metrology Technician II	37.03
23593 - Metrology Technician III	38.52
23640 - Millwright	30.62
23710 - Office Appliance Repairer	28.02
23760 - Painter Maintenance	21.86
23790 - Pipefitter Maintenance	30.32
23810 - Plumber Maintenance	28.83
23820 - Pneudraulic Systems Mechanic	30.62
23850 - Rigger	30.62
23870 - Scale Mechanic	27.54
23890 - Sheet-Metal Worker	37.42
Maintenance	
23910 - Small Engine Mechanic	26.67
23931 - Telecommunications Mechanic	30.32
I	
23932 - Telecommunications Mechanic	31.74
II	
23950 - Telephone Lineman	29.58
23960 - Welder Combination	27.80
Maintenance	
23965 - Well Driller	31.55
23970 - Woodcraft Worker	30.62
23980 - Woodworker	24.23
24000 - Personal Needs Occupations	
24550 - Case Manager	15.38
24570 - Child Care Attendant	11.17
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.35
24620 - Family Readiness And Support	15.38
Services	
Coordinator	
24630 - Homemaker	16.68
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.46
25040 - Sewage Plant Operator	29.59
25070 - Stationary Engineer	30.46
25190 - Ventilation Equipment Tender	23.00
25210 - Water Treatment Plant	29.59
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.00
27007 - Baggage Inspector	15.60
27008 - Corrections Officer	26.94
27010 - Court Security Officer	25.60
27030 - Detection Dog Handler	18.18
27040 - Detention Officer	26.94
27070 - Firefighter	25.13

27101 - Guard I	15.60
27102 - Guard II	18.18
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.22
28042 - Carnival Equipment Repairer	15.15
28043 - Carnival Worker	11.42
28210 - Gate Attendant/Gate Tender	19.46
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	21.76
28510 - Recreation Aide/Health	15.88
Facility Attendant	
28515 - Recreation Specialist	26.95
28630 - Sports Official	17.33
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	37.01
29020 - Hatch Tender	37.01
29030 - Line Handler	37.01
29041 - Stevedore I	35.07
29042 - Stevedore II	39.03
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.89
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	28.19
Specialist Station (HFO)	
30012 - Air Traffic Control	31.05
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.25
30022 - Archeological Technician II	20.42
30023 - Archeological Technician III	25.28
30030 - Cartographic Technician	25.28
30040 - Civil Engineering Technician	26.93
30051 - Cryogenic Technician I	28.00
30052 - Cryogenic Technician II	30.94
30061 - Drafter/CAD Operator I	18.25
30062 - Drafter/CAD Operator II	20.42
30063 - Drafter/CAD Operator III	22.76
30064 - Drafter/CAD Operator IV	28.00
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.96
30083 - Engineering Technician III	20.10
30084 - Engineering Technician IV	24.88
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.85
30090 - Environmental Technician	27.01
30095 - Evidence Control Specialist	25.28
30210 - Laboratory Technician	29.18

30221 - Latent Fingerprint Technician I	28.00
30222 - Latent Fingerprint Technician II	30.94
30240 - Mathematical Technician	26.12
30361 - Paralegal/Legal Assistant I	20.94
30362 - Paralegal/Legal Assistant II	25.93
30363 - Paralegal/Legal Assistant III	31.73
30364 - Paralegal/Legal Assistant IV	38.39
30375 - Petroleum Supply Specialist	30.94
30390 - Photo-Optics Technician	24.55
30395 - Radiation Control Technician	30.94
30461 - Technical Writer I	25.32
30462 - Technical Writer II	30.94
30463 - Technical Writer III	37.43
30491 - Unexploded Ordnance (UXO) Technician I	25.98
30492 - Unexploded Ordnance (UXO) Technician II	31.44
30493 - Unexploded Ordnance (UXO) Technician III	37.68
30494 - Unexploded (UXO) Safety Escort	25.98
30495 - Unexploded (UXO) Sweep Personnel	25.98
30501 - Weather Forecaster I	28.00
30502 - Weather Forecaster II	34.06
30620 - Weather Observer Combined (see 2)	22.76
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.28
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.44
31020 - Bus Aide	21.05
31030 - Bus Driver	27.43
31043 - Driver Courier	17.35
31260 - Parking and Lot Attendant	13.31
31290 - Shuttle Bus Driver	17.64
31310 - Taxi Driver	14.44
31361 - Truckdriver Light	17.66
31362 - Truckdriver Medium	19.45
31363 - Truckdriver Heavy	29.91
31364 - Truckdriver Tractor-Trailer	29.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.33
99030 - Cashier	11.18
99050 - Desk Clerk	10.44
99095 - Embalmer	25.98

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.43
I	
99252 - Laboratory Animal Caretaker	15.37
II	
99260 - Marketing Analyst	27.67
99310 - Mortician	25.98
99410 - Pest Controller	21.87
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	20.08
99711 - Recycling Specialist	23.14
99730 - Refuse Collector	20.14
99810 - Sales Clerk	14.32
99820 - School Crossing Guard	18.11
99830 - Survey Party Chief	34.26
99831 - Surveying Aide	23.10
99832 - Surveying Technician	25.12
99840 - Vending Machine Attendant	14.96
99841 - Vending Machine Repairer	17.92
99842 - Vending Machine Repairer	14.96
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5603

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.: 2015-5603
Revision No.: 17
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Kern

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		18.26
01013 - Accounting Clerk III		20.43
01020 - Administrative Assistant		30.78
01035 - Court Reporter		33.19
01041 - Customer Service Representative I		14.69
01042 - Customer Service Representative II		16.51

01043 - Customer Service Representative III	18.02
01051 - Data Entry Operator I	15.06
01052 - Data Entry Operator II	16.43
01060 - Dispatcher Motor Vehicle	23.10
01070 - Document Preparation Clerk	16.65
01090 - Duplicating Machine Operator	16.65
01111 - General Clerk I	15.52
01112 - General Clerk II	16.93
01113 - General Clerk III	19.01
01120 - Housing Referral Assistant	23.88
01141 - Messenger Courier	17.61
01191 - Order Clerk I	18.12
01192 - Order Clerk II	19.77
01261 - Personnel Assistant (Employment) I	19.13
01262 - Personnel Assistant (Employment) II	21.40
01263 - Personnel Assistant (Employment) III	23.85
01270 - Production Control Clerk	28.50
01290 - Rental Clerk	14.87
01300 - Scheduler Maintenance	19.15
01311 - Secretary I	19.15
01312 - Secretary II	21.42
01313 - Secretary III	23.87
01320 - Service Order Dispatcher	20.65
01410 - Supply Technician	30.78
01420 - Survey Worker	19.98
01460 - Switchboard Operator/Receptionist	14.85
01531 - Travel Clerk I	13.70
01532 - Travel Clerk II	14.37
01533 - Travel Clerk III	15.60
01611 - Word Processor I	16.92
01612 - Word Processor II	19.00
01613 - Word Processor III	20.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.66
Fiberglass	
05010 - Automotive Electrician	22.12
05040 - Automotive Glass Installer	20.19
05070 - Automotive Worker	20.19
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal	23.49
Mechanic	
05160 - Motor Equipment Metal Worker	20.19
05190 - Motor Vehicle Mechanic	23.49
05220 - Motor Vehicle Mechanic Helper	16.47

05250 - Motor Vehicle Upholstery Worker	19.42
05280 - Motor Vehicle Wrecker	20.19
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	20.19
05370 - Tire Repairer	16.70
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.99
07041 - Cook I	15.32
07042 - Cook II	17.73
07070 - Dishwasher	12.93
07130 - Food Service Worker	14.23
07210 - Meat Cutter	15.45
07260 - Waiter/Waitress	13.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.01
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	20.01
09090 - Furniture Refinisher Helper	15.02
09110 - Furniture Repairer Minor	17.71
09130 - Upholsterer	20.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.06
11060 - Elevator Operator	15.06
11090 - Gardener	21.46
11122 - Housekeeping Aide	15.99
11150 - Janitor	15.99
11210 - Laborer Grounds Maintenance	16.12
11240 - Maid or Houseman	13.64
11260 - Pruner	15.26
11270 - Tractor Operator	19.68
11330 - Trail Maintenance Worker	16.12
11360 - Window Cleaner	17.39
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	24.77
12012 - Certified Occupational Therapist Assistant	36.88
12015 - Certified Physical Therapist Assistant	35.20
12020 - Dental Assistant	17.99
12025 - Dental Hygienist	45.22
12030 - EKG Technician	34.51
12035 - Electroneurodiagnostic Technologist	34.51

12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	22.14
12072 - Licensed Practical Nurse II	24.77
12073 - Licensed Practical Nurse III	27.61
12100 - Medical Assistant	16.13
12130 - Medical Laboratory Technician	25.65
Technician	
12160 - Medical Record Clerk	18.66
12190 - Medical Record Technician	20.87
12195 - Medical Transcriptionist	21.85
12210 - Nuclear Medicine	53.23
Technologist	
12221 - Nursing Assistant I	13.48
12222 - Nursing Assistant II	15.16
12223 - Nursing Assistant III	16.34
12224 - Nursing Assistant IV	18.57
12235 - Optical Dispenser	17.42
12236 - Optical Technician	22.14
12250 - Pharmacy Technician	20.08
12280 - Phlebotomist	20.22
12305 - Radiologic Technologist	36.58
12311 - Registered Nurse I	25.95
12312 - Registered Nurse II	31.74
12313 - Registered Nurse II	31.74
Specialist	
12314 - Registered Nurse III	47.87
12315 - Registered Nurse III	47.87
Anesthetist	
12316 - Registered Nurse IV	46.03
12317 - Scheduler (Drug and Alcohol Testing)	30.67
Testing)	
12320 - Substance Abuse Treatment	24.23
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.35
13012 - Exhibits Specialist II	30.20
13013 - Exhibits Specialist III	36.93
13041 - Illustrator I	26.63
13042 - Illustrator II	32.98
13043 - Illustrator III	40.34
13047 - Librarian	36.52
13050 - Library Aide/Clerk	16.13
13054 - Library Information	32.98
Technology Systems	
Administrator	
13058 - Library Technician	21.25
13061 - Media Specialist I	23.80
13062 - Media Specialist II	26.63
13063 - Media Specialist III	29.68

13071 - Photographer I	19.80
13072 - Photographer II	22.15
13073 - Photographer III	27.45
13074 - Photographer IV	33.57
13075 - Photographer V	40.61
13090 - Technical Order Library	20.26
Clerk	
13110 - Video Teleconference	21.51
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.64
14042 - Computer Operator II	22.56
14043 - Computer Operator III	25.14
14044 - Computer Operator IV	27.94
14045 - Computer Operator V	30.94
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	19.64
Operator	
14160 - Personal Computer Support	27.94
Technician	
14170 - System Support Specialist	30.94
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.76
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.42
Instructor (Rated)	
15030 - Air Crew Training Devices	46.06
Instructor (Pilot)	
15050 - Computer Based Training	31.76
Specialist / Instructor	
15060 - Educational Technologist	39.14
15070 - Flight Instructor (Pilot)	46.06
15080 - Graphic Artist	23.07
15085 - Maintenance Test Pilot Fixed	46.06
Jet/Prop	
15086 - Maintenance Test Pilot	46.06
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.06
Pilot	
15090 - Technical Instructor	24.78
15095 - Technical Instructor/Course	30.32
Developer	
15110 - Test Proctor	20.01

15120 - Tutor	20.01
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.38
19040 - Tool And Die Maker	33.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.16
21030 - Material Coordinator	28.50
21040 - Material Expediter	28.50
21050 - Material Handling Laborer	16.30
21071 - Order Filler	13.96
21080 - Production Line Worker (Food Processing)	17.16
21110 - Shipping Packer	15.92
21130 - Shipping/Receiving Clerk	15.92
21140 - Store Worker I	15.79
21150 - Stock Clerk	19.04
21210 - Tools And Parts Attendant	17.16
21410 - Warehouse Specialist	17.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.35
23019 - Aircraft Logs and Records Technician	27.59
23021 - Aircraft Mechanic I	33.38
23022 - Aircraft Mechanic II	35.35
23023 - Aircraft Mechanic III	36.74
23040 - Aircraft Mechanic Helper	23.41
23050 - Aircraft Painter	31.45
23060 - Aircraft Servicer	27.59
23070 - Aircraft Survival Flight Equipment Technician	31.45
23080 - Aircraft Worker	29.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.38
23110 - Appliance Mechanic	27.38
23120 - Bicycle Repairer	22.22
23125 - Cable Splicer	40.55
23130 - Carpenter Maintenance	25.15
23140 - Carpet Layer	25.50
23160 - Electrician Maintenance	35.30
23181 - Electronics Technician Maintenance I	30.04
23182 - Electronics Technician Maintenance II	31.96
23183 - Electronics Technician Maintenance III	33.94
23260 - Fabric Worker	24.02
23290 - Fire Alarm System Mechanic	23.03
23310 - Fire Extinguisher Repairer	22.22
23311 - Fuel Distribution System Mechanic	40.26
23312 - Fuel Distribution System Operator	30.78
23370 - General Maintenance Worker	21.27
23380 - Ground Support Equipment Mechanic	33.38
23381 - Ground Support Equipment Servicer	27.59
23382 - Ground Support Equipment Worker	29.54
23391 - Gunsmith I	22.22
23392 - Gunsmith II	25.71
23393 - Gunsmith III	29.06
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.83
23430 - Heavy Equipment Mechanic	26.75
23440 - Heavy Equipment Operator	26.96
23460 - Instrument Mechanic	33.96
23465 - Laboratory/Shelter Mechanic	27.38
23470 - Laborer	16.30
23510 - Locksmith	29.10
23530 - Machinery Maintenance Mechanic	29.46
23550 - Machinist Maintenance	23.12

23580 - Maintenance Trades Helper	15.37
23591 - Metrology Technician I	33.96
23592 - Metrology Technician II	35.96
23593 - Metrology Technician III	37.37
23640 - Millwright	29.06
23710 - Office Appliance Repairer	21.82
23760 - Painter Maintenance	24.42
23790 - Pipefitter Maintenance	29.44
23810 - Plumber Maintenance	27.73
23820 - Pneudraulic Systems Mechanic	29.06
23850 - Rigger	29.06
23870 - Scale Mechanic	25.71
23890 - Sheet-Metal Worker	32.24
Maintenance	
23910 - Small Engine Mechanic	24.78
23931 - Telecommunications Mechanic	30.44
I	
23932 - Telecommunications Mechanic	32.24
II	
23950 - Telephone Lineman	31.01
23960 - Welder Combination	25.85
Maintenance	
23965 - Well Driller	30.09
23970 - Woodcraft Worker	29.06
23980 - Woodworker	22.22
24000 - Personal Needs Occupations	
24550 - Case Manager	18.73
24570 - Child Care Attendant	14.17
24580 - Child Care Center Clerk	17.67
24610 - Chore Aide	13.07
24620 - Family Readiness And Support	18.73
Services	
Coordinator	
24630 - Homemaker	18.73
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	40.06
25040 - Sewage Plant Operator	33.11
25070 - Stationary Engineer	40.06
25190 - Ventilation Equipment Tender	28.09
25210 - Water Treatment Plant	33.11
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.99
27007 - Baggage Inspector	13.82
27008 - Corrections Officer	43.91
27010 - Court Security Officer	42.20
27030 - Detection Dog Handler	15.46
27040 - Detention Officer	43.91
27070 - Firefighter	42.20

27101 - Guard I	13.82
27102 - Guard II	15.46
27131 - Police Officer I	35.19
27132 - Police Officer II	39.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	18.02
28043 - Carnival Worker	13.06
28210 - Gate Attendant/Gate Tender	17.57
28310 - Lifeguard	14.47
28350 - Park Attendant (Aide)	19.64
28510 - Recreation Aide/Health	14.33
Facility Attendant	
28515 - Recreation Specialist	24.32
28630 - Sports Official	15.63
28690 - Swimming Pool Operator	20.85
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.47
29020 - Hatch Tender	28.47
29030 - Line Handler	28.47
29041 - Stevedore I	26.59
29042 - Stevedore II	30.31
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	46.00
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.72
Specialist Station (HFO)	
30012 - Air Traffic Control	34.93
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.91
30022 - Archeological Technician II	26.44
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.50
30040 - Civil Engineering Technician	30.25
30051 - Cryogenic Technician I	29.05
30052 - Cryogenic Technician II	32.09
30061 - Drafter/CAD Operator I	19.91
30062 - Drafter/CAD Operator II	26.44
30063 - Drafter/CAD Operator III	26.80
30064 - Drafter/CAD Operator IV	32.98
30081 - Engineering Technician I	18.74
30082 - Engineering Technician II	21.04
30083 - Engineering Technician III	23.54
30084 - Engineering Technician IV	29.16
30085 - Engineering Technician V	35.67
30086 - Engineering Technician VI	43.15
30090 - Environmental Technician	26.33
30095 - Evidence Control Specialist	26.23
30210 - Laboratory Technician	24.11

30221 - Latent Fingerprint Technician I	28.08
30222 - Latent Fingerprint Technician II	31.02
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	22.09
30362 - Paralegal/Legal Assistant II	27.36
30363 - Paralegal/Legal Assistant III	33.47
30364 - Paralegal/Legal Assistant IV	40.49
30375 - Petroleum Supply Specialist	32.09
30390 - Photo-Optics Technician	27.58
30395 - Radiation Control Technician	32.09
30461 - Technical Writer I	29.04
30462 - Technical Writer II	35.52
30463 - Technical Writer III	42.97
30491 - Unexploded Ordnance (UXO) Technician I	29.24
30492 - Unexploded Ordnance (UXO) Technician II	35.37
30493 - Unexploded Ordnance (UXO) Technician III	42.40
30494 - Unexploded (UXO) Safety Escort	29.24
30495 - Unexploded (UXO) Sweep Personnel	29.24
30501 - Weather Forecaster I	29.05
30502 - Weather Forecaster II	35.34
30620 - Weather Observer Combined (see 2)	26.80
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.37
31020 - Bus Aide	13.48
31030 - Bus Driver	19.18
31043 - Driver Courier	16.82
31260 - Parking and Lot Attendant	14.29
31290 - Shuttle Bus Driver	17.04
31310 - Taxi Driver	17.03
31361 - Truckdriver Light	18.35
31362 - Truckdriver Medium	19.83
31363 - Truckdriver Heavy	20.81
31364 - Truckdriver Tractor-Trailer	20.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.25
99030 - Cashier	13.41
99050 - Desk Clerk	13.84
99095 - Embalmer	29.24

99130 - Flight Follower	29.24
99251 - Laboratory Animal Caretaker	15.93
I	
99252 - Laboratory Animal Caretaker	17.28
II	
99260 - Marketing Analyst	29.95
99310 - Mortician	29.24
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	15.36
99710 - Recycling Laborer	25.46
99711 - Recycling Specialist	30.78
99730 - Refuse Collector	24.30
99810 - Sales Clerk	14.44
99820 - School Crossing Guard	14.39
99830 - Survey Party Chief	34.63
99831 - Surveying Aide	22.98
99832 - Surveying Technician	31.49
99840 - Vending Machine Attendant	20.39
99841 - Vending Machine Repairer	25.73
99842 - Vending Machine Repairer	20.97
Helper	

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.

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.

** 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)).

** 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.

Standard Wage Determination No.: 2015-5605

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5605
Revision No.: 15
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Butte

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		26.56
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		15.49
01042 - Customer Service Representative II		17.34

01043 - Customer Service Representative III	19.00
01051 - Data Entry Operator I	15.96
01052 - Data Entry Operator II	17.42
01060 - Dispatcher Motor Vehicle	19.79
01070 - Document Preparation Clerk	14.72
01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	14.62
01112 - General Clerk II	15.95
01113 - General Clerk III	19.47
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	15.41
01191 - Order Clerk I	16.59
01192 - Order Clerk II	18.11
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	23.39
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.68
01410 - Supply Technician	26.56
01420 - Survey Worker	18.84
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	14.82
01532 - Travel Clerk II	16.00
01533 - Travel Clerk III	17.27
01611 - Word Processor I	15.31
01612 - Word Processor II	17.19
01613 - Word Processor III	19.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.08
Fiberglass	
05010 - Automotive Electrician	22.40
05040 - Automotive Glass Installer	21.13
05070 - Automotive Worker	21.13
05110 - Mobile Equipment Servicer	18.31
05130 - Motor Equipment Metal	23.66
Mechanic	
05160 - Motor Equipment Metal Worker	21.13
05190 - Motor Vehicle Mechanic	23.66
05220 - Motor Vehicle Mechanic Helper	16.87

05250 - Motor Vehicle Upholstery Worker	19.42
05280 - Motor Vehicle Wrecker	21.13
05310 - Painter Automotive	22.24
05340 - Radiator Repair Specialist	21.13
05370 - Tire Repairer	17.32
05400 - Transmission Repair Specialist	23.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	15.02
07042 - Cook II	17.55
07070 - Dishwasher	13.02
07130 - Food Service Worker	13.27
07210 - Meat Cutter	21.30
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.09
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	23.09
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	23.09
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.64
11060 - Elevator Operator	14.74
11090 - Gardener	18.99
11122 - Housekeeping Aide	14.74
11150 - Janitor	14.74
11210 - Laborer Grounds Maintenance	14.72
11240 - Maid or Houseman	14.56
11260 - Pruner	13.31
11270 - Tractor Operator	17.57
11330 - Trail Maintenance Worker	14.72
11360 - Window Cleaner	16.35
12000 - Health Occupations	
12010 - Ambulance Driver	26.19
12011 - Breath Alcohol Technician	26.19
12012 - Certified Occupational Therapist Assistant	35.92
12015 - Certified Physical Therapist Assistant	31.35
12020 - Dental Assistant	21.65
12025 - Dental Hygienist	50.76
12030 - EKG Technician	34.19
12035 - Electroneurodiagnostic Technologist	34.19

12040 - Emergency Medical Technician	26.19
12071 - Licensed Practical Nurse I	23.40
12072 - Licensed Practical Nurse II	26.19
12073 - Licensed Practical Nurse III	29.20
12100 - Medical Assistant	17.43
12130 - Medical Laboratory Technician	26.94
Technician	
12160 - Medical Record Clerk	17.40
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	22.53
12210 - Nuclear Medicine Technologist	57.54
Technologist	
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	18.88
12236 - Optical Technician	23.40
12250 - Pharmacy Technician	21.77
12280 - Phlebotomist	21.69
12305 - Radiologic Technologist	41.26
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II	49.98
Specialist	
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III	60.45
Anesthetist	
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	32.44
Testing)	
12320 - Substance Abuse Treatment Counselor	25.64
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	27.08
13012 - Exhibits Specialist II	33.54
13013 - Exhibits Specialist III	41.03
13041 - Illustrator I	27.08
13042 - Illustrator II	33.54
13043 - Illustrator III	38.25
13047 - Librarian	37.15
13050 - Library Aide/Clerk	18.91
13054 - Library Information Technology Systems Administrator	31.21
Technology Systems Administrator	
13058 - Library Technician	23.35
13061 - Media Specialist I	24.20
13062 - Media Specialist II	27.08
13063 - Media Specialist III	30.19

13071 - Photographer I	23.46
13072 - Photographer II	26.25
13073 - Photographer III	32.52
13074 - Photographer IV	40.61
13075 - Photographer V	48.13
13090 - Technical Order Library	23.76
Clerk	
13110 - Video Teleconference	24.20
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.27
14042 - Computer Operator II	20.44
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.32
14045 - Computer Operator V	28.04
14071 - Computer Programmer I	(see 1) 23.53
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	18.27
Operator	
14160 - Personal Computer Support	25.32
Technician	
14170 - System Support Specialist	28.15
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.36
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.77
Instructor (Rated)	
15030 - Air Crew Training Devices	51.27
Instructor (Pilot)	
15050 - Computer Based Training	35.36
Specialist / Instructor	
15060 - Educational Technologist	37.14
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	24.56
15085 - Maintenance Test Pilot Fixed	42.01
Jet/Prop	
15086 - Maintenance Test Pilot	42.01
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.01
Pilot	
15090 - Technical Instructor	23.76
15095 - Technical Instructor/Course	29.13
Developer	
15110 - Test Proctor	19.62

15120 - Tutor	19.62
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	15.47
Apparel Laundry	
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)	24.46
19040 - Tool And Die Maker	30.97
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.83
21030 - Material Coordinator	23.39
21040 - Material Expediter	23.39
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	20.83
21110 - Shipping Packer	17.74
21130 - Shipping/Receiving Clerk	17.74
21140 - Store Worker I	14.37
21150 - Stock Clerk	19.07
21210 - Tools And Parts Attendant	20.83
21410 - Warehouse Specialist	20.83
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23019 - Aircraft Logs and Records Technician	22.45
23021 - Aircraft Mechanic I	27.16
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.30
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft Painter	26.71
23060 - Aircraft Servicer	22.45
23070 - Aircraft Survival Flight Equipment Technician	26.71
23080 - Aircraft Worker	24.04

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.16
23110 - Appliance Mechanic	24.46
23120 - Bicycle Repairer	18.13
23125 - Cable Splicer	31.25
23130 - Carpenter Maintenance	27.30
23140 - Carpet Layer	22.96
23160 - Electrician Maintenance	31.31
23181 - Electronics Technician Maintenance I	27.12
23182 - Electronics Technician Maintenance II	28.93
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	21.39
23290 - Fire Alarm System Mechanic	26.03
23310 - Fire Extinguisher Repairer	19.89
23311 - Fuel Distribution System Mechanic	26.06
23312 - Fuel Distribution System Operator	19.89
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.89
23392 - Gunsmith II	22.96
23393 - Gunsmith III	26.06
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.90
23430 - Heavy Equipment Mechanic	28.03
23440 - Heavy Equipment Operator	32.70
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	24.50
23470 - Laborer	15.13
23510 - Locksmith	24.46
23530 - Machinery Maintenance Mechanic	28.78
23550 - Machinist Maintenance	21.20

23580 - Maintenance Trades Helper	19.15
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.46
23760 - Painter Maintenance	21.23
23790 - Pipefitter Maintenance	27.14
23810 - Plumber Maintenance	25.77
23820 - Pneudraulic Systems Mechanic	26.03
23850 - Rigger	26.06
23870 - Scale Mechanic	22.96
23890 - Sheet-Metal Worker	26.08
Maintenance	
23910 - Small Engine Mechanic	22.30
23931 - Telecommunications Mechanic	30.73
I	
23932 - Telecommunications Mechanic	32.69
II	
23950 - Telephone Lineman	26.06
23960 - Welder Combination	22.92
Maintenance	
23965 - Well Driller	26.05
23970 - Woodcraft Worker	26.05
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24550 - Case Manager	19.03
24570 - Child Care Attendant	13.02
24580 - Child Care Center Clerk	16.24
24610 - Chore Aide	13.50
24620 - Family Readiness And Support	19.03
Services	
Coordinator	
24630 - Homemaker	19.03
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	31.67
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant	31.67
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.11
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	31.19
27010 - Court Security Officer	30.12
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	31.19
27070 - Firefighter	29.05

27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	35.95
27132 - Police Officer II	39.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.35
28042 - Carnival Equipment Repairer	18.76
28043 - Carnival Worker	13.10
28210 - Gate Attendant/Gate Tender	16.73
28310 - Lifeguard	13.21
28350 - Park Attendant (Aide)	18.72
28510 - Recreation Aide/Health	13.66
Facility Attendant	
28515 - Recreation Specialist	23.19
28630 - Sports Official	14.91
28690 - Swimming Pool Operator	21.66
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	29.42
30051 - Cryogenic Technician I	28.84
30052 - Cryogenic Technician II	31.86
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	26.04
30095 - Evidence Control Specialist	26.04
30210 - Laboratory Technician	23.44

30221 - Latent Fingerprint Technician I	28.84
30222 - Latent Fingerprint Technician II	31.86
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	20.15
30362 - Paralegal/Legal Assistant II	24.96
30363 - Paralegal/Legal Assistant III	30.53
30364 - Paralegal/Legal Assistant IV	36.94
30375 - Petroleum Supply Specialist	31.86
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	31.86
30461 - Technical Writer I	26.04
30462 - Technical Writer II	31.86
30463 - Technical Writer III	38.54
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	31.19
30502 - Weather Forecaster II	37.94
30620 - Weather Observer Combined (see 2)	25.34
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.94
31030 - Bus Driver	21.12
31043 - Driver Courier	17.84
31260 - Parking and Lot Attendant	13.48
31290 - Shuttle Bus Driver	19.28
31310 - Taxi Driver	15.40
31361 - Truckdriver Light	19.28
31362 - Truckdriver Medium	20.75
31363 - Truckdriver Heavy	22.98
31364 - Truckdriver Tractor-Trailer	22.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.56
99050 - Desk Clerk	14.32
99095 - Embalmer	25.00

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.64
I	
99252 - Laboratory Animal Caretaker	16.91
II	
99260 - Marketing Analyst	26.63
99310 - Mortician	25.00
99410 - Pest Controller	18.31
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	22.25
99711 - Recycling Specialist	26.57
99730 - Refuse Collector	20.06
99810 - Sales Clerk	14.01
99820 - School Crossing Guard	15.70
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.79
99841 - Vending Machine Repairer	25.95
99842 - Vending Machine Repairer	20.79
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5607

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5607
Revision No.: 16
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Imperial

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.72
01012 - Accounting Clerk II		17.66
01013 - Accounting Clerk III		19.76
01020 - Administrative Assistant		30.38
01035 - Court Reporter		19.16
01041 - Customer Service Representative I		14.78
01042 - Customer Service Representative II		16.50

01043 - Customer Service Representative III	18.14
01051 - Data Entry Operator I	15.00
01052 - Data Entry Operator II	16.37
01060 - Dispatcher Motor Vehicle	20.80
01070 - Document Preparation Clerk	14.63
01090 - Duplicating Machine Operator	14.63
01111 - General Clerk I	14.89
01112 - General Clerk II	16.28
01113 - General Clerk III	18.28
01120 - Housing Referral Assistant	20.30
01141 - Messenger Courier	12.23
01191 - Order Clerk I	14.73
01192 - Order Clerk II	16.08
01261 - Personnel Assistant (Employment) I	18.45
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	23.10
01270 - Production Control Clerk	27.70
01290 - Rental Clerk	16.09
01300 - Scheduler Maintenance	17.28
01311 - Secretary I	17.28
01312 - Secretary II	18.08
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	18.59
01410 - Supply Technician	30.38
01420 - Survey Worker	19.16
01460 - Switchboard Operator/Receptionist	14.18
01531 - Travel Clerk I	13.51
01532 - Travel Clerk II	14.76
01533 - Travel Clerk III	16.21
01611 - Word Processor I	16.07
01612 - Word Processor II	18.04
01613 - Word Processor III	20.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.21
Fiberglass	
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal	23.16
Mechanic	
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60

05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	18.79
07042 - Cook II	19.88
07070 - Dishwasher	13.76
07130 - Food Service Worker	14.65
07210 - Meat Cutter	16.39
07260 - Waiter/Waitress	13.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.30
09040 - Furniture Handler	16.23
09080 - Furniture Refinisher	25.30
09090 - Furniture Refinisher Helper	19.20
09110 - Furniture Repairer Minor	22.14
09130 - Upholsterer	25.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.02
11060 - Elevator Operator	14.65
11090 - Gardener	20.37
11122 - Housekeeping Aide	14.65
11150 - Janitor	14.65
11210 - Laborer Grounds Maintenance	16.03
11240 - Maid or Houseman	13.44
11260 - Pruner	14.80
11270 - Tractor Operator	18.96
11330 - Trail Maintenance Worker	16.03
11360 - Window Cleaner	15.78
12000 - Health Occupations	
12010 - Ambulance Driver	26.22
12011 - Breath Alcohol Technician	26.27
12012 - Certified Occupational Therapist Assistant	32.70
12015 - Certified Physical Therapist Assistant	32.90
12020 - Dental Assistant	21.91
12025 - Dental Hygienist	55.95
12030 - EKG Technician	35.17
12035 - Electroneurodiagnostic Technologist	35.17

12040 - Emergency Medical Technician	26.22
12071 - Licensed Practical Nurse I	21.44
12072 - Licensed Practical Nurse II	23.99
12073 - Licensed Practical Nurse III	26.73
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	22.32
Technician	
12160 - Medical Record Clerk	18.62
12190 - Medical Record Technician	20.84
12195 - Medical Transcriptionist	21.44
12210 - Nuclear Medicine Technologist	48.92
Technologist	
12221 - Nursing Assistant I	12.65
12222 - Nursing Assistant II	14.22
12223 - Nursing Assistant III	15.52
12224 - Nursing Assistant IV	17.42
12235 - Optical Dispenser	23.99
12236 - Optical Technician	21.31
12250 - Pharmacy Technician	19.97
12280 - Phlebotomist	20.82
12305 - Radiologic Technologist	37.62
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92
12313 - Registered Nurse II	35.92
Specialist	
12314 - Registered Nurse III	42.67
12315 - Registered Nurse III	42.67
Anesthetist	
12316 - Registered Nurse IV	51.14
12317 - Scheduler (Drug and Alcohol Testing)	32.54
Testing)	
12320 - Substance Abuse Treatment Counselor	29.70
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	20.91
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.68
13041 - Illustrator I	21.12
13042 - Illustrator II	26.16
13043 - Illustrator III	32.00
13047 - Librarian	28.91
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	26.11
Technology Systems Administrator	
13058 - Library Technician	20.03
13061 - Media Specialist I	18.84
13062 - Media Specialist II	21.07
13063 - Media Specialist III	23.50

13071 - Photographer I	16.33
13072 - Photographer II	18.44
13073 - Photographer III	22.63
13074 - Photographer IV	27.68
13075 - Photographer V	33.49
13090 - Technical Order Library	21.15
Clerk	
13110 - Video Teleconference	17.71
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.72
14042 - Computer Operator II	20.94
14043 - Computer Operator III	23.34
14044 - Computer Operator IV	25.94
14045 - Computer Operator V	28.72
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.72
Operator	
14160 - Personal Computer Support	25.94
Technician	
14170 - System Support Specialist	29.73
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.54
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.16
Instructor (Rated)	
15030 - Air Crew Training Devices	45.74
Instructor (Pilot)	
15050 - Computer Based Training	31.54
Specialist / Instructor	
15060 - Educational Technologist	48.49
15070 - Flight Instructor (Pilot)	45.74
15080 - Graphic Artist	31.96
15085 - Maintenance Test Pilot Fixed	43.27
Jet/Prop	
15086 - Maintenance Test Pilot	43.27
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.27
Pilot	
15090 - Technical Instructor	26.13
15095 - Technical Instructor/Course	31.96
Developer	
15110 - Test Proctor	21.83

15120 - Tutor	21.83
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.30
19040 - Tool And Die Maker	30.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.88
21030 - Material Coordinator	27.70
21040 - Material Expediter	27.70
21050 - Material Handling Laborer	15.42
21071 - Order Filler	15.33
21080 - Production Line Worker (Food Processing)	18.88
21110 - Shipping Packer	15.01
21130 - Shipping/Receiving Clerk	15.01
21140 - Store Worker I	14.58
21150 - Stock Clerk	17.99
21210 - Tools And Parts Attendant	18.88
21410 - Warehouse Specialist	18.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.19
23019 - Aircraft Logs and Records Technician	22.14
23021 - Aircraft Mechanic I	26.93
23022 - Aircraft Mechanic II	47.86
23023 - Aircraft Mechanic III	29.19
23040 - Aircraft Mechanic Helper	19.20
23050 - Aircraft Painter	25.30
23060 - Aircraft Servicer	22.14
23070 - Aircraft Survival Flight Equipment Technician	25.30
23080 - Aircraft Worker	23.74

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.93
23110 - Appliance Mechanic	25.30
23120 - Bicycle Repairer	20.62
23125 - Cable Splicer	26.93
23130 - Carpenter Maintenance	31.04
23140 - Carpet Layer	23.71
23160 - Electrician Maintenance	33.55
23181 - Electronics Technician Maintenance I	23.71
23182 - Electronics Technician Maintenance II	25.30
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	22.14
23290 - Fire Alarm System Mechanic	26.93
23310 - Fire Extinguisher Repairer	20.62
23311 - Fuel Distribution System Mechanic	27.67
23312 - Fuel Distribution System Operator	21.35
23370 - General Maintenance Worker	19.20
23380 - Ground Support Equipment Mechanic	26.93
23381 - Ground Support Equipment Servicer	22.14
23382 - Ground Support Equipment Worker	23.71
23391 - Gunsmith I	20.62
23392 - Gunsmith II	23.71
23393 - Gunsmith III	26.93
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.45
23430 - Heavy Equipment Mechanic	29.97
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	26.93
23465 - Laboratory/Shelter Mechanic	25.30
23470 - Laborer	14.85
23510 - Locksmith	25.30
23530 - Machinery Maintenance Mechanic	29.84
23550 - Machinist Maintenance	26.93

23580 - Maintenance Trades Helper	17.77
23591 - Metrology Technician I	26.93
23592 - Metrology Technician II	28.19
23593 - Metrology Technician III	30.26
23640 - Millwright	29.26
23710 - Office Appliance Repairer	27.47
23760 - Painter Maintenance	25.75
23790 - Pipefitter Maintenance	28.82
23810 - Plumber Maintenance	27.07
23820 - Pneudraulic Systems Mechanic	26.93
23850 - Rigger	26.93
23870 - Scale Mechanic	23.71
23890 - Sheet-Metal Worker	26.74
Maintenance	
23910 - Small Engine Mechanic	23.71
23931 - Telecommunications Mechanic	26.90
I	
23932 - Telecommunications Mechanic	28.16
II	
23950 - Telephone Lineman	26.11
23960 - Welder Combination	24.80
Maintenance	
23965 - Well Driller	26.93
23970 - Woodcraft Worker	26.93
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	21.69
24570 - Child Care Attendant	13.02
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	13.12
24620 - Family Readiness And Support	21.69
Services	
Coordinator	
24630 - Homemaker	21.69
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.72
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	29.73
25190 - Ventilation Equipment Tender	21.69
25210 - Water Treatment Plant	32.79
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.56
27007 - Baggage Inspector	14.49
27008 - Corrections Officer	29.73
27010 - Court Security Officer	31.17
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	29.73
27070 - Firefighter	27.18

27101 - Guard I	14.49
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.28
28042 - Carnival Equipment Repairer	17.48
28043 - Carnival Worker	12.44
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	14.20
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health	13.02
Facility Attendant	
28515 - Recreation Specialist	22.10
28630 - Sports Official	14.20
28690 - Swimming Pool Operator	21.98
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.59
30022 - Archeological Technician II	22.84
30023 - Archeological Technician III	28.30
30030 - Cartographic Technician	28.30
30040 - Civil Engineering Technician	28.48
30051 - Cryogenic Technician I	22.62
30052 - Cryogenic Technician II	24.98
30061 - Drafter/CAD Operator I	20.42
30062 - Drafter/CAD Operator II	22.84
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.34
30081 - Engineering Technician I	18.88
30082 - Engineering Technician II	21.19
30083 - Engineering Technician III	23.70
30084 - Engineering Technician IV	29.36
30085 - Engineering Technician V	35.91
30086 - Engineering Technician VI	43.45
30090 - Environmental Technician	22.65
30095 - Evidence Control Specialist	20.42
30210 - Laboratory Technician	21.62

30221 - Latent Fingerprint Technician I	22.62
30222 - Latent Fingerprint Technician II	24.98
30240 - Mathematical Technician	27.79
30361 - Paralegal/Legal Assistant I	21.72
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91
30364 - Paralegal/Legal Assistant IV	39.82
30375 - Petroleum Supply Specialist	24.98
30390 - Photo-Optics Technician	28.30
30395 - Radiation Control Technician	24.98
30461 - Technical Writer I	23.46
30462 - Technical Writer II	28.69
30463 - Technical Writer III	34.71
30491 - Unexploded Ordnance (UXO) Technician I	27.89
30492 - Unexploded Ordnance (UXO) Technician II	33.74
30493 - Unexploded Ordnance (UXO) Technician III	40.44
30494 - Unexploded (UXO) Safety Escort	27.89
30495 - Unexploded (UXO) Sweep Personnel	27.89
30501 - Weather Forecaster I	24.45
30502 - Weather Forecaster II	29.74
30620 - Weather Observer Combined (see 2)	25.47
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	28.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.74
31020 - Bus Aide	14.75
31030 - Bus Driver	20.11
31043 - Driver Courier	15.51
31260 - Parking and Lot Attendant	12.85
31290 - Shuttle Bus Driver	15.91
31310 - Taxi Driver	15.27
31361 - Truckdriver Light	16.66
31362 - Truckdriver Medium	18.11
31363 - Truckdriver Heavy	23.28
31364 - Truckdriver Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.45
99030 - Cashier	13.74
99050 - Desk Clerk	13.54
99095 - Embalmer	27.89

99130 - Flight Follower	27.89
99251 - Laboratory Animal Caretaker	19.51
I	
99252 - Laboratory Animal Caretaker	20.95
II	
99260 - Marketing Analyst	30.86
99310 - Mortician	27.89
99410 - Pest Controller	20.89
99510 - Photofinishing Worker	16.54
99710 - Recycling Laborer	19.84
99711 - Recycling Specialist	24.10
99730 - Refuse Collector	18.98
99810 - Sales Clerk	13.20
99820 - School Crossing Guard	15.31
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	24.09
99842 - Vending Machine Repairer	19.51
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5609

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5609
Revision No.: 16
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Fresno

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.45
01012 - Accounting Clerk II		18.47
01013 - Accounting Clerk III		20.67
01020 - Administrative Assistant		27.94
01035 - Court Reporter		37.03
01041 - Customer Service Representative I		13.50
01042 - Customer Service Representative II		15.02

01043 - Customer Service Representative III	16.53
01051 - Data Entry Operator I	15.13
01052 - Data Entry Operator II	16.50
01060 - Dispatcher Motor Vehicle	18.11
01070 - Document Preparation Clerk	17.70
01090 - Duplicating Machine Operator	17.70
01111 - General Clerk I	14.03
01112 - General Clerk II	15.30
01113 - General Clerk III	17.18
01120 - Housing Referral Assistant	20.72
01141 - Messenger Courier	15.40
01191 - Order Clerk I	16.27
01192 - Order Clerk II	17.75
01261 - Personnel Assistant (Employment) I	17.37
01262 - Personnel Assistant (Employment) II	19.44
01263 - Personnel Assistant (Employment) III	21.67
01270 - Production Control Clerk	21.10
01290 - Rental Clerk	15.64
01300 - Scheduler Maintenance	16.62
01311 - Secretary I	16.62
01312 - Secretary II	18.60
01313 - Secretary III	20.72
01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	27.94
01420 - Survey Worker	20.35
01460 - Switchboard Operator/Receptionist	15.44
01531 - Travel Clerk I	15.35
01532 - Travel Clerk II	16.15
01533 - Travel Clerk III	17.49
01611 - Word Processor I	16.12
01612 - Word Processor II	18.10
01613 - Word Processor III	20.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.49
Fiberglass	
05010 - Automotive Electrician	19.40
05040 - Automotive Glass Installer	18.28
05070 - Automotive Worker	18.28
05110 - Mobile Equipment Servicer	16.09
05130 - Motor Equipment Metal	20.50
Mechanic	
05160 - Motor Equipment Metal Worker	18.29
05190 - Motor Vehicle Mechanic	20.50
05220 - Motor Vehicle Mechanic Helper	15.00

05250 - Motor Vehicle Upholstery Worker	17.20
05280 - Motor Vehicle Wrecker	18.28
05310 - Painter Automotive	19.40
05340 - Radiator Repair Specialist	18.28
05370 - Tire Repairer	14.57
05400 - Transmission Repair Specialist	20.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.70
07041 - Cook I	15.12
07042 - Cook II	17.18
07070 - Dishwasher	13.20
07130 - Food Service Worker	13.67
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	13.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	12.80
09080 - Furniture Refinisher	18.10
09090 - Furniture Refinisher Helper	14.70
09110 - Furniture Repairer Minor	16.86
09130 - Upholsterer	18.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.82
11060 - Elevator Operator	14.82
11090 - Gardener	19.19
11122 - Housekeeping Aide	14.87
11150 - Janitor	14.87
11210 - Laborer Grounds Maintenance	15.57
11240 - Maid or Houseman	14.56
11260 - Pruner	14.86
11270 - Tractor Operator	17.88
11330 - Trail Maintenance Worker	15.57
11360 - Window Cleaner	15.62
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	22.17
12012 - Certified Occupational Therapist Assistant	34.03
12015 - Certified Physical Therapist Assistant	35.34
12020 - Dental Assistant	18.06
12025 - Dental Hygienist	44.44
12030 - EKG Technician	35.87
12035 - Electroneurodiagnostic Technologist	35.87

12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	19.81
12072 - Licensed Practical Nurse II	22.17
12073 - Licensed Practical Nurse III	24.72
12100 - Medical Assistant	17.27
12130 - Medical Laboratory Technician	31.31
Technician	
12160 - Medical Record Clerk	17.61
12190 - Medical Record Technician	19.71
12195 - Medical Transcriptionist	20.13
12210 - Nuclear Medicine Technologist	58.04
Technologist	
12221 - Nursing Assistant I	12.18
12222 - Nursing Assistant II	13.69
12223 - Nursing Assistant III	14.94
12224 - Nursing Assistant IV	16.77
12235 - Optical Dispenser	22.14
12236 - Optical Technician	19.81
12250 - Pharmacy Technician	19.38
12280 - Phlebotomist	20.09
12305 - Radiologic Technologist	39.50
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	32.25
12313 - Registered Nurse II	32.25
Specialist	
12314 - Registered Nurse III	41.05
12315 - Registered Nurse III	41.05
Anesthetist	
12316 - Registered Nurse IV	46.77
12317 - Scheduler (Drug and Alcohol Testing)	27.46
Testing)	
12320 - Substance Abuse Treatment Counselor	23.55
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	31.31
13012 - Exhibits Specialist II	38.77
13013 - Exhibits Specialist III	47.42
13041 - Illustrator I	31.31
13042 - Illustrator II	38.77
13043 - Illustrator III	47.42
13047 - Librarian	42.94
13050 - Library Aide/Clerk	15.54
13054 - Library Information Technology Systems Administrator	39.43
Technology Systems Administrator	
13058 - Library Technician	19.97
13061 - Media Specialist I	27.97
13062 - Media Specialist II	31.31
13063 - Media Specialist III	34.90

13071 - Photographer I	17.75
13072 - Photographer II	20.20
13073 - Photographer III	22.39
13074 - Photographer IV	28.02
13075 - Photographer V	33.89
13090 - Technical Order Library	19.51
Clerk	
13110 - Video Teleconference	23.47
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.74
14042 - Computer Operator II	19.86
14043 - Computer Operator III	22.14
14044 - Computer Operator IV	24.60
14045 - Computer Operator V	27.25
14071 - Computer Programmer I	(see 1) 22.87
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	17.74
Operator	
14160 - Personal Computer Support	24.60
Technician	
14170 - System Support Specialist	32.94
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.58
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.58
Instructor (Rated)	
15030 - Air Crew Training Devices	41.39
Instructor (Pilot)	
15050 - Computer Based Training	28.58
Specialist / Instructor	
15060 - Educational Technologist	46.80
15070 - Flight Instructor (Pilot)	41.39
15080 - Graphic Artist	24.79
15085 - Maintenance Test Pilot Fixed	40.92
Jet/Prop	
15086 - Maintenance Test Pilot	40.92
Rotary Wing	
15088 - Non-Maintenance Test/Co-	40.92
Pilot	
15090 - Technical Instructor	24.53
15095 - Technical Instructor/Course	30.00
Developer	
15110 - Test Proctor	19.80

15120 - Tutor	19.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.29
16030 - Counter Attendant	15.29
16040 - Dry Cleaner	17.89
16070 - Finisher Flatwork Machine	15.29
16090 - Presser Hand	15.29
16110 - Presser Machine Drycleaning	15.29
16130 - Presser Machine Shirts	15.29
16160 - Presser Machine Wearing	15.29
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.12
19040 - Tool And Die Maker	30.81
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.48
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	14.79
21071 - Order Filler	14.74
21080 - Production Line Worker (Food Processing)	15.48
21110 - Shipping Packer	15.59
21130 - Shipping/Receiving Clerk	15.59
21140 - Store Worker I	14.73
21150 - Stock Clerk	17.17
21210 - Tools And Parts Attendant	15.48
21410 - Warehouse Specialist	15.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.56
23019 - Aircraft Logs and Records Technician	26.72
23021 - Aircraft Mechanic I	31.86
23022 - Aircraft Mechanic II	33.56
23023 - Aircraft Mechanic III	35.27
23040 - Aircraft Mechanic Helper	23.63
23050 - Aircraft Painter	30.16
23060 - Aircraft Servicer	26.72
23070 - Aircraft Survival Flight Equipment Technician	30.16
23080 - Aircraft Worker	28.41

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.86
23110 - Appliance Mechanic	25.76
23120 - Bicycle Repairer	14.87
23125 - Cable Splicer	28.19
23130 - Carpenter Maintenance	26.02
23140 - Carpet Layer	18.84
23160 - Electrician Maintenance	29.52
23181 - Electronics Technician Maintenance I	25.38
23182 - Electronics Technician Maintenance II	26.94
23183 - Electronics Technician Maintenance III	28.46
23260 - Fabric Worker	23.65
23290 - Fire Alarm System Mechanic	26.09
23310 - Fire Extinguisher Repairer	22.14
23311 - Fuel Distribution System Mechanic	28.63
23312 - Fuel Distribution System Operator	21.67
23370 - General Maintenance Worker	20.08
23380 - Ground Support Equipment Mechanic	31.86
23381 - Ground Support Equipment Servicer	26.72
23382 - Ground Support Equipment Worker	28.41
23391 - Gunsmith I	22.14
23392 - Gunsmith II	25.16
23393 - Gunsmith III	28.19
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.36
23430 - Heavy Equipment Mechanic	29.85
23440 - Heavy Equipment Operator	31.79
23460 - Instrument Mechanic	28.75
23465 - Laboratory/Shelter Mechanic	26.70
23470 - Laborer	14.79
23510 - Locksmith	23.87
23530 - Machinery Maintenance Mechanic	25.82
23550 - Machinist Maintenance	20.01

23580 - Maintenance Trades Helper	16.72
23591 - Metrology Technician I	28.75
23592 - Metrology Technician II	30.29
23593 - Metrology Technician III	31.82
23640 - Millwright	28.19
23710 - Office Appliance Repairer	18.48
23760 - Painter Maintenance	21.80
23790 - Pipefitter Maintenance	26.77
23810 - Plumber Maintenance	25.34
23820 - Pneudraulic Systems Mechanic	28.19
23850 - Rigger	26.90
23870 - Scale Mechanic	25.16
23890 - Sheet-Metal Worker	24.29
Maintenance	
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic	28.99
I	
23932 - Telecommunications Mechanic	30.55
II	
23950 - Telephone Lineman	41.11
23960 - Welder Combination	19.26
Maintenance	
23965 - Well Driller	24.09
23970 - Woodcraft Worker	28.19
23980 - Woodworker	22.14
24000 - Personal Needs Occupations	
24550 - Case Manager	17.52
24570 - Child Care Attendant	13.10
24580 - Child Care Center Clerk	16.34
24610 - Chore Aide	13.13
24620 - Family Readiness And Support	17.52
Services	
Coordinator	
24630 - Homemaker	17.52
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	40.06
25040 - Sewage Plant Operator	29.75
25070 - Stationary Engineer	40.06
25190 - Ventilation Equipment Tender	29.31
25210 - Water Treatment Plant	29.75
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.35
27007 - Baggage Inspector	14.78
27008 - Corrections Officer	36.59
27010 - Court Security Officer	33.80
27030 - Detection Dog Handler	16.54
27040 - Detention Officer	36.59
27070 - Firefighter	31.01

27101 - Guard I	14.78
27102 - Guard II	16.54
27131 - Police Officer I	40.00
27132 - Police Officer II	44.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.92
28042 - Carnival Equipment Repairer	18.16
28043 - Carnival Worker	13.43
28210 - Gate Attendant/Gate Tender	17.28
28310 - Lifeguard	13.64
28350 - Park Attendant (Aide)	19.34
28510 - Recreation Aide/Health	14.10
Facility Attendant	
28515 - Recreation Specialist	23.94
28630 - Sports Official	15.39
28690 - Swimming Pool Operator	20.63
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	25.16
29020 - Hatch Tender	25.16
29030 - Line Handler	25.16
29041 - Stevedore I	23.65
29042 - Stevedore II	26.70
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	16.65
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	23.08
30030 - Cartographic Technician	23.08
30040 - Civil Engineering Technician	34.09
30051 - Cryogenic Technician I	24.32
30052 - Cryogenic Technician II	26.86
30061 - Drafter/CAD Operator I	16.65
30062 - Drafter/CAD Operator II	18.26
30063 - Drafter/CAD Operator III	20.77
30064 - Drafter/CAD Operator IV	25.55
30081 - Engineering Technician I	16.01
30082 - Engineering Technician II	17.97
30083 - Engineering Technician III	20.69
30084 - Engineering Technician IV	24.90
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.85
30090 - Environmental Technician	24.63
30095 - Evidence Control Specialist	21.96
30210 - Laboratory Technician	18.05

30221 - Latent Fingerprint Technician I	27.81
30222 - Latent Fingerprint Technician II	30.72
30240 - Mathematical Technician	25.39
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	23.86
30363 - Paralegal/Legal Assistant III	29.19
30364 - Paralegal/Legal Assistant IV	35.31
30375 - Petroleum Supply Specialist	26.86
30390 - Photo-Optics Technician	23.08
30395 - Radiation Control Technician	26.86
30461 - Technical Writer I	24.22
30462 - Technical Writer II	29.64
30463 - Technical Writer III	35.85
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	24.32
30502 - Weather Forecaster II	29.58
30620 - Weather Observer Combined (see 2)	20.77
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	19.31
31030 - Bus Driver	26.25
31043 - Driver Courier	16.14
31260 - Parking and Lot Attendant	13.29
31290 - Shuttle Bus Driver	16.83
31310 - Taxi Driver	14.40
31361 - Truckdriver Light	17.33
31362 - Truckdriver Medium	19.04
31363 - Truckdriver Heavy	22.56
31364 - Truckdriver Tractor-Trailer	22.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.02
99050 - Desk Clerk	14.26
99095 - Embalmer	29.37

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.36
I	
99252 - Laboratory Animal Caretaker	16.48
II	
99260 - Marketing Analyst	26.44
99310 - Mortician	29.37
99410 - Pest Controller	18.03
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.24
99711 - Recycling Specialist	27.84
99730 - Refuse Collector	23.13
99810 - Sales Clerk	14.44
99820 - School Crossing Guard	15.47
99830 - Survey Party Chief	34.51
99831 - Surveying Aide	22.95
99832 - Surveying Technician	31.37
99840 - Vending Machine Attendant	17.35
99841 - Vending Machine Repairer	21.53
99842 - Vending Machine Repairer	17.35
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5611

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5611
Revision No.: 15
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Kings

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.58
01012 - Accounting Clerk II		18.61
01013 - Accounting Clerk III		20.83
01020 - Administrative Assistant		27.93
01035 - Court Reporter		18.08
01041 - Customer Service Representative I		14.90
01042 - Customer Service Representative II		16.75

01043 - Customer Service Representative III	18.27
01051 - Data Entry Operator I	13.19
01052 - Data Entry Operator II	14.39
01060 - Dispatcher Motor Vehicle	22.06
01070 - Document Preparation Clerk	14.39
01090 - Duplicating Machine Operator	14.39
01111 - General Clerk I	15.86
01112 - General Clerk II	17.30
01113 - General Clerk III	19.42
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	11.73
01191 - Order Clerk I	13.98
01192 - Order Clerk II	15.25
01261 - Personnel Assistant (Employment) I	16.30
01262 - Personnel Assistant (Employment) II	18.25
01263 - Personnel Assistant (Employment) III	20.34
01270 - Production Control Clerk	23.69
01290 - Rental Clerk	15.29
01300 - Scheduler Maintenance	16.15
01311 - Secretary I	16.15
01312 - Secretary II	18.08
01313 - Secretary III	20.15
01320 - Service Order Dispatcher	19.72
01410 - Supply Technician	26.85
01420 - Survey Worker	18.55
01460 - Switchboard Operator/Receptionist	14.82
01531 - Travel Clerk I	13.70
01532 - Travel Clerk II	14.37
01533 - Travel Clerk III	15.60
01611 - Word Processor I	14.39
01612 - Word Processor II	16.15
01613 - Word Processor III	18.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.24
Fiberglass	
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	19.80
05070 - Automotive Worker	19.80
05110 - Mobile Equipment Servicer	17.46
05130 - Motor Equipment Metal	22.24
Mechanic	
05160 - Motor Equipment Metal Worker	19.84
05190 - Motor Vehicle Mechanic	22.24
05220 - Motor Vehicle Mechanic Helper	16.27

05250 - Motor Vehicle Upholstery Worker	18.66
05280 - Motor Vehicle Wrecker	19.84
05310 - Painter Automotive	21.05
05340 - Radiator Repair Specialist	19.80
05370 - Tire Repairer	16.18
05400 - Transmission Repair Specialist	22.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.08
07041 - Cook I	19.12
07042 - Cook II	21.73
07070 - Dishwasher	13.02
07130 - Food Service Worker	14.37
07210 - Meat Cutter	19.27
07260 - Waiter/Waitress	14.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.19
09040 - Furniture Handler	16.48
09080 - Furniture Refinisher	25.27
09090 - Furniture Refinisher Helper	19.53
09110 - Furniture Repairer Minor	22.39
09130 - Upholsterer	25.27
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.44
11060 - Elevator Operator	16.37
11090 - Gardener	20.99
11122 - Housekeeping Aide	16.25
11150 - Janitor	16.37
11210 - Laborer Grounds Maintenance	17.03
11240 - Maid or Houseman	14.34
11260 - Pruner	16.25
11270 - Tractor Operator	19.70
11330 - Trail Maintenance Worker	17.03
11360 - Window Cleaner	17.15
12000 - Health Occupations	
12010 - Ambulance Driver	27.78
12011 - Breath Alcohol Technician	30.22
12012 - Certified Occupational Therapist Assistant	41.46
12015 - Certified Physical Therapist Assistant	40.83
12020 - Dental Assistant	18.81
12025 - Dental Hygienist	46.16
12030 - EKG Technician	45.79
12035 - Electroneurodiagnostic Technologist	45.79

12040 - Emergency Medical Technician	27.78
12071 - Licensed Practical Nurse I	27.01
12072 - Licensed Practical Nurse II	30.22
12073 - Licensed Practical Nurse III	33.70
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	23.69
Technician	
12160 - Medical Record Clerk	20.02
12190 - Medical Record Technician	33.07
12195 - Medical Transcriptionist	26.57
12210 - Nuclear Medicine Technologist	68.48
Technologist	
12221 - Nursing Assistant I	11.67
12222 - Nursing Assistant II	13.12
12223 - Nursing Assistant III	14.31
12224 - Nursing Assistant IV	16.07
12235 - Optical Dispenser	30.22
12236 - Optical Technician	27.01
12250 - Pharmacy Technician	20.50
12280 - Phlebotomist	20.46
12305 - Radiologic Technologist	45.79
12311 - Registered Nurse I	30.39
12312 - Registered Nurse II	37.17
12313 - Registered Nurse II	37.17
Specialist	
12314 - Registered Nurse III	44.98
12315 - Registered Nurse III	44.98
Anesthetist	
12316 - Registered Nurse IV	53.91
12317 - Scheduler (Drug and Alcohol Testing)	37.44
Testing)	
12320 - Substance Abuse Treatment Counselor	35.06
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	15.33
13012 - Exhibits Specialist II	18.99
13013 - Exhibits Specialist III	23.22
13041 - Illustrator I	15.30
13042 - Illustrator II	18.99
13043 - Illustrator III	23.22
13047 - Librarian	21.03
13050 - Library Aide/Clerk	16.20
13054 - Library Information Technology Systems Administrator	18.99
Technology Systems Administrator	
13058 - Library Technician	22.09
13061 - Media Specialist I	13.70
13062 - Media Specialist II	15.33
13063 - Media Specialist III	17.09

13071 - Photographer I	14.54
13072 - Photographer II	16.27
13073 - Photographer III	20.15
13074 - Photographer IV	24.65
13075 - Photographer V	29.82
13090 - Technical Order Library	18.74
Clerk	
13110 - Video Teleconference	13.70
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	14.76
14042 - Computer Operator II	16.51
14043 - Computer Operator III	18.41
14044 - Computer Operator IV	20.46
14045 - Computer Operator V	22.65
14071 - Computer Programmer I	(see 1) 22.91
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	14.76
Operator	
14160 - Personal Computer Support	20.46
Technician	
14170 - System Support Specialist	22.65
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.56
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.97
Instructor (Rated)	
15030 - Air Crew Training Devices	44.31
Instructor (Pilot)	
15050 - Computer Based Training	30.56
Specialist / Instructor	
15060 - Educational Technologist	36.62
15070 - Flight Instructor (Pilot)	44.31
15080 - Graphic Artist	26.96
15085 - Maintenance Test Pilot Fixed	40.63
Jet/Prop	
15086 - Maintenance Test Pilot	40.63
Rotary Wing	
15088 - Non-Maintenance Test/Co-	40.63
Pilot	
15090 - Technical Instructor	21.72
15095 - Technical Instructor/Course	26.96
Developer	
15110 - Test Proctor	17.54

15120 - Tutor	17.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.29
16030 - Counter Attendant	15.29
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.29
16090 - Presser Hand	15.29
16110 - Presser Machine Drycleaning	15.29
16130 - Presser Machine Shirts	15.29
16160 - Presser Machine Wearing	15.29
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.65
19040 - Tool And Die Maker	31.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.49
21030 - Material Coordinator	23.89
21040 - Material Expediter	23.89
21050 - Material Handling Laborer	14.33
21071 - Order Filler	15.18
21080 - Production Line Worker (Food Processing)	18.49
21110 - Shipping Packer	18.92
21130 - Shipping/Receiving Clerk	18.92
21140 - Store Worker I	14.73
21150 - Stock Clerk	17.17
21210 - Tools And Parts Attendant	18.49
21410 - Warehouse Specialist	18.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.45
23019 - Aircraft Logs and Records Technician	28.89
23021 - Aircraft Mechanic I	34.08
23022 - Aircraft Mechanic II	35.92
23023 - Aircraft Mechanic III	37.74
23040 - Aircraft Mechanic Helper	25.20
23050 - Aircraft Painter	32.23
23060 - Aircraft Servicer	28.89
23070 - Aircraft Survival Flight Equipment Technician	32.23
23080 - Aircraft Worker	30.72

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.08
23110 - Appliance Mechanic	25.65
23120 - Bicycle Repairer	21.28
23125 - Cable Splicer	27.10
23130 - Carpenter Maintenance	32.64
23140 - Carpet Layer	24.17
23160 - Electrician Maintenance	29.47
23181 - Electronics Technician Maintenance I	24.26
23182 - Electronics Technician Maintenance II	25.65
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	22.74
23290 - Fire Alarm System Mechanic	27.10
23310 - Fire Extinguisher Repairer	21.28
23311 - Fuel Distribution System Mechanic	27.10
23312 - Fuel Distribution System Operator	21.28
23370 - General Maintenance Worker	23.31
23380 - Ground Support Equipment Mechanic	34.08
23381 - Ground Support Equipment Servicer	28.89
23382 - Ground Support Equipment Worker	30.71
23391 - Gunsmith I	21.28
23392 - Gunsmith II	24.17
23393 - Gunsmith III	27.10
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.62
23430 - Heavy Equipment Mechanic	29.91
23440 - Heavy Equipment Operator	26.66
23460 - Instrument Mechanic	27.10
23465 - Laboratory/Shelter Mechanic	25.65
23470 - Laborer	14.33
23510 - Locksmith	25.65
23530 - Machinery Maintenance Mechanic	28.54
23550 - Machinist Maintenance	26.69

23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	27.10
23592 - Metrology Technician II	28.55
23593 - Metrology Technician III	30.00
23640 - Millwright	27.10
23710 - Office Appliance Repairer	25.65
23760 - Painter Maintenance	21.74
23790 - Pipefitter Maintenance	27.84
23810 - Plumber Maintenance	26.36
23820 - Pneudraulic Systems Mechanic	27.10
23850 - Rigger	27.10
23870 - Scale Mechanic	24.17
23890 - Sheet-Metal Worker	29.26
Maintenance	
23910 - Small Engine Mechanic	24.17
23931 - Telecommunications Mechanic	30.48
I	
23932 - Telecommunications Mechanic	32.13
II	
23950 - Telephone Lineman	27.10
23960 - Welder Combination	19.07
Maintenance	
23965 - Well Driller	25.60
23970 - Woodcraft Worker	27.10
23980 - Woodworker	21.28
24000 - Personal Needs Occupations	
24550 - Case Manager	18.65
24570 - Child Care Attendant	13.78
24580 - Child Care Center Clerk	17.19
24610 - Chore Aide	13.20
24620 - Family Readiness And Support	18.65
Services	
Coordinator	
24630 - Homemaker	18.65
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.10
25040 - Sewage Plant Operator	25.93
25070 - Stationary Engineer	27.10
25190 - Ventilation Equipment Tender	19.83
25210 - Water Treatment Plant	25.90
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.34
27007 - Baggage Inspector	15.21
27008 - Corrections Officer	25.55
27010 - Court Security Officer	25.55
27030 - Detection Dog Handler	17.02
27040 - Detention Officer	25.55
27070 - Firefighter	24.54

27101 - Guard I	15.21
27102 - Guard II	17.02
27131 - Police Officer I	32.52
27132 - Police Officer II	36.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.25
28043 - Carnival Worker	10.61
28210 - Gate Attendant/Gate Tender	15.94
28310 - Lifeguard	14.20
28350 - Park Attendant (Aide)	17.84
28510 - Recreation Aide/Health	13.02
Facility Attendant	
28515 - Recreation Specialist	22.10
28630 - Sports Official	14.20
28690 - Swimming Pool Operator	22.47
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	24.17
29020 - Hatch Tender	24.17
29030 - Line Handler	24.17
29041 - Stevedore I	22.74
29042 - Stevedore II	25.65
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	19.14
30023 - Archeological Technician III	23.72
30030 - Cartographic Technician	23.72
30040 - Civil Engineering Technician	21.71
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	17.11
30062 - Drafter/CAD Operator II	19.14
30063 - Drafter/CAD Operator III	21.35
30064 - Drafter/CAD Operator IV	26.26
30081 - Engineering Technician I	16.68
30082 - Engineering Technician II	18.72
30083 - Engineering Technician III	20.94
30084 - Engineering Technician IV	25.95
30085 - Engineering Technician V	31.74
30086 - Engineering Technician VI	38.40
30090 - Environmental Technician	23.32
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	20.59

30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	23.32
30361 - Paralegal/Legal Assistant I	19.78
30362 - Paralegal/Legal Assistant II	22.79
30363 - Paralegal/Legal Assistant III	27.87
30364 - Paralegal/Legal Assistant IV	33.72
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	23.72
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	24.66
30462 - Technical Writer II	30.15
30463 - Technical Writer III	34.94
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	26.26
30502 - Weather Forecaster II	31.95
30620 - Weather Observer Combined (see 2)	21.35
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.10
31030 - Bus Driver	17.57
31043 - Driver Courier	15.32
31260 - Parking and Lot Attendant	12.73
31290 - Shuttle Bus Driver	16.32
31310 - Taxi Driver	16.32
31361 - Truckdriver Light	16.44
31362 - Truckdriver Medium	17.57
31363 - Truckdriver Heavy	20.08
31364 - Truckdriver Tractor-Trailer	20.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.43
99050 - Desk Clerk	13.90
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.62
I	
99252 - Laboratory Animal Caretaker	19.98
II	
99260 - Marketing Analyst	27.10
99310 - Mortician	25.60
99410 - Pest Controller	21.35
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.84
99711 - Recycling Specialist	23.33
99730 - Refuse Collector	19.67
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	15.47
99830 - Survey Party Chief	21.59
99831 - Surveying Aide	12.31
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.62
99841 - Vending Machine Repairer	22.70
99842 - Vending Machine Repairer	18.62
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5613

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5613
Revision No.: 20
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Los Angeles

OCCUPATION NOTES:

Heating Air Conditioning and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.88
01012 - Accounting Clerk II		21.20

01013 - Accounting Clerk III	23.71
01020 - Administrative Assistant	34.73
01035 - Court Reporter	35.30
01041 - Customer Service	16.51
Representative I	
01042 - Customer Service	18.56
Representative II	
01043 - Customer Service	20.25
Representative III	
01051 - Data Entry Operator I	16.25
01052 - Data Entry Operator II	17.73
01060 - Dispatcher Motor Vehicle	22.41
01070 - Document Preparation Clerk	17.26
01090 - Duplicating Machine Operator	17.26
01111 - General Clerk I	16.38
01112 - General Clerk II	17.88
01113 - General Clerk III	20.08
01120 - Housing Referral Assistant	23.96
01141 - Messenger Courier	15.43
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant	18.07
(Employment) I	
01262 - Personnel Assistant	20.20
(Employment) II	
01263 - Personnel Assistant	22.53
(Employment) III	
01270 - Production Control Clerk	24.55
01290 - Rental Clerk	16.83
01300 - Scheduler Maintenance	19.23
01311 - Secretary I	19.23
01312 - Secretary II	21.50
01313 - Secretary III	23.96
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	34.73
01420 - Survey Worker	20.83
01460 - Switchboard	16.09
Operator/Receptionist	
01531 - Travel Clerk I	20.02
01532 - Travel Clerk II	21.79
01533 - Travel Clerk III	23.41
01611 - Word Processor I	18.05
01612 - Word Processor II	20.27
01613 - Word Processor III	22.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.70
Fiberglass	
05010 - Automotive Electrician	22.53
05040 - Automotive Glass Installer	21.17
05070 - Automotive Worker	21.17

05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal	23.92
Mechanic	
05160 - Motor Equipment Metal Worker	21.17
05190 - Motor Vehicle Mechanic	23.92
05220 - Motor Vehicle Mechanic	18.38
Helper	
05250 - Motor Vehicle Upholstery	20.40
Worker	
05280 - Motor Vehicle Wrecker	21.17
05310 - Painter Automotive	22.53
05340 - Radiator Repair Specialist	21.17
05370 - Tire Repairer	16.73
05400 - Transmission Repair	23.92
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.60
07041 - Cook I	17.64
07042 - Cook II	20.42
07070 - Dishwasher	13.54
07130 - Food Service Worker	13.73
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.29
11060 - Elevator Operator	15.48
11090 - Gardener	23.05
11122 - Housekeeping Aide	15.48
11150 - Janitor	15.48
11210 - Laborer Grounds Maintenance	17.35
11240 - Maid or Houseman	15.25
11260 - Pruner	16.38
11270 - Tractor Operator	21.14
11330 - Trail Maintenance Worker	17.35
11360 - Window Cleaner	16.22
12000 - Health Occupations	
12010 - Ambulance Driver	19.60
12011 - Breath Alcohol Technician	26.37
12012 - Certified Occupational	35.18
Therapist Assistant	

12015 - Certified Physical Therapist Assistant	36.83
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	53.00
12030 - EKG Technician	36.47
12035 - Electroneurodiagnostic Technologist	36.47
12040 - Emergency Medical Technician	19.60
12071 - Licensed Practical Nurse I	23.58
12072 - Licensed Practical Nurse II	26.37
12073 - Licensed Practical Nurse III	29.39
12100 - Medical Assistant	17.82
12130 - Medical Laboratory Technician	28.43
12160 - Medical Record Clerk	20.99
12190 - Medical Record Technician	23.47
12195 - Medical Transcriptionist	23.58
12210 - Nuclear Medicine Technologist	57.21
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.81
12223 - Nursing Assistant III	16.16
12224 - Nursing Assistant IV	18.15
12235 - Optical Dispenser	23.55
12236 - Optical Technician	17.81
12250 - Pharmacy Technician	21.86
12280 - Phlebotomist	21.28
12305 - Radiologic Technologist	43.43
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	32.67
12320 - Substance Abuse Treatment Counselor	23.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.83
13012 - Exhibits Specialist II	30.76
13013 - Exhibits Specialist III	37.63
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	39.51
13050 - Library Aide/Clerk	17.49

13054 - Library Information	35.68
Technology Systems	
Administrator	
13058 - Library Technician	22.56
13061 - Media Specialist I	25.75
13062 - Media Specialist II	28.80
13063 - Media Specialist III	32.10
13071 - Photographer I	19.75
13072 - Photographer II	22.09
13073 - Photographer III	28.67
13074 - Photographer IV	35.07
13075 - Photographer V	42.44
13090 - Technical Order Library	21.97
Clerk	
13110 - Video Teleconference	28.04
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.06
14042 - Computer Operator II	23.55
14043 - Computer Operator III	26.25
14044 - Computer Operator IV	29.17
14045 - Computer Operator V	32.31
14071 - Computer Programmer I	(see 1) 27.42
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	21.06
Operator	
14160 - Personal Computer Support	29.17
Technician	
14170 - System Support Specialist	33.61
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.97
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.53
Instructor (Rated)	
15030 - Air Crew Training Devices	52.17
Instructor (Pilot)	
15050 - Computer Based Training	35.97
Specialist / Instructor	
15060 - Educational Technologist	40.84
15070 - Flight Instructor (Pilot)	52.17
15080 - Graphic Artist	29.41
15085 - Maintenance Test Pilot Fixed	52.17
Jet/Prop	

15086 - Maintenance Test Pilot	52.17
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	52.17
15090 - Technical Instructor	28.22
15095 - Technical Instructor/Course Developer	34.52
15110 - Test Proctor	22.78
15120 - Tutor	22.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	
16030 - Counter Attendant	
16040 - Dry Cleaner	
16070 - Finisher Flatwork Machine	
16090 - Presser Hand	
16110 - Presser Machine Drycleaning	
16130 - Presser Machine Shirts	
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	
16220 - Tailor	
16250 - Washer Machine	
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.62
19040 - Tool And Die Maker	29.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.65
21030 - Material Coordinator	24.55
21040 - Material Expediter	24.55
21050 - Material Handling Laborer	15.03
21071 - Order Filler	14.94
21080 - Production Line Worker (Food Processing)	17.65
21110 - Shipping Packer	16.65
21130 - Shipping/Receiving Clerk	16.65
21140 - Store Worker I	15.79
21150 - Stock Clerk	19.04
21210 - Tools And Parts Attendant	17.65
21410 - Warehouse Specialist	17.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.09
23019 - Aircraft Logs and Records Technician	29.72
23021 - Aircraft Mechanic I	35.96
23022 - Aircraft Mechanic II	38.09

23023 - Aircraft Mechanic III	39.57
23040 - Aircraft Mechanic Helper	25.21
23050 - Aircraft Painter	33.87
23060 - Aircraft Servicer	29.72
23070 - Aircraft Survival Flight	33.87
Equipment Technician	
23080 - Aircraft Worker	31.82
23091 - Aircrew Life Support	31.82
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.96
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.12
23120 - Bicycle Repairer	17.02
23125 - Cable Splicer	48.28
23130 - Carpenter Maintenance	31.55
23140 - Carpet Layer	23.23
23160 - Electrician Maintenance	35.57
23181 - Electronics Technician	27.21
Maintenance I	
23182 - Electronics Technician	28.97
Maintenance II	
23183 - Electronics Technician	30.75
Maintenance III	
23260 - Fabric Worker	30.06
23290 - Fire Alarm System Mechanic	26.87
23310 - Fire Extinguisher Repairer	23.18
23311 - Fuel Distribution System	37.65
Mechanic	
23312 - Fuel Distribution System	28.79
Operator	
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment	35.96
Mechanic	
23381 - Ground Support Equipment	29.72
Servicer	
23382 - Ground Support Equipment	31.82
Worker	
23391 - Gunsmith I	23.18
23392 - Gunsmith II	26.83
23393 - Gunsmith III	30.31
23410 - Heating Ventilation And Air-	
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	34.55
23440 - Heavy Equipment Operator	41.98

23460 - Instrument Mechanic	32.82
23465 - Laboratory/Shelter Mechanic	28.55
23470 - Laborer	15.03
23510 - Locksmith	26.86
23530 - Machinery Maintenance	28.51
Mechanic	
23550 - Machinist Maintenance	25.41
23580 - Maintenance Trades Helper	16.18
23591 - Metrology Technician I	32.82
23592 - Metrology Technician II	34.76
23593 - Metrology Technician III	36.12
23640 - Millwright	30.03
23710 - Office Appliance Repairer	21.95
23760 - Painter Maintenance	25.75
23790 - Pipefitter Maintenance	28.53
23810 - Plumber Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	30.31
23850 - Rigger	29.87
23870 - Scale Mechanic	26.83
23890 - Sheet-Metal Worker	28.02
Maintenance	
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic	33.07
I	
23932 - Telecommunications Mechanic	35.02
II	
23950 - Telephone Lineman	32.19
23960 - Welder Combination	20.02
Maintenance	
23965 - Well Driller	31.90
23970 - Woodcraft Worker	30.31
23980 - Woodworker	23.18
24000 - Personal Needs Occupations	
24550 - Case Manager	19.39
24570 - Child Care Attendant	14.36
24580 - Child Care Center Clerk	17.63
24610 - Chore Aide	13.74
24620 - Family Readiness And Support	19.39
Services	
Coordinator	
24630 - Homemaker	19.39
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	37.56
25040 - Sewage Plant Operator	38.29
25070 - Stationary Engineer	37.56
25190 - Ventilation Equipment Tender	26.33
25210 - Water Treatment Plant	38.29
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	34.26
27007 - Baggage Inspector	15.12
27008 - Corrections Officer	35.81
27010 - Court Security Officer	39.56
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	35.81
27070 - Firefighter	43.69
27101 - Guard I	15.12
27102 - Guard II	23.77
27131 - Police Officer I	50.19
27132 - Police Officer II	55.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.92
28042 - Carnival Equipment Repairer	19.54
28043 - Carnival Worker	13.89
28210 - Gate Attendant/Gate Tender	19.68
28310 - Lifeguard	17.30
28350 - Park Attendant (Aide)	22.01
28510 - Recreation Aide/Health	16.06
Facility Attendant	
28515 - Recreation Specialist	27.27
28630 - Sports Official	17.52
28690 - Swimming Pool Operator	22.61
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	32.18
29020 - Hatch Tender	32.18
29030 - Line Handler	32.18
29041 - Stevedore I	30.05
29042 - Stevedore II	34.25
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	46.00
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.72
Specialist Station (HFO)	
30012 - Air Traffic Control	34.93
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.81
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46
30040 - Civil Engineering Technician	37.25
30051 - Cryogenic Technician I	30.40
30052 - Cryogenic Technician II	33.58
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.81
30063 - Drafter/CAD Operator III	31.00
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09

30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	29.33
30095 - Evidence Control Specialist	27.45
30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	41.17
30222 - Latent Fingerprint Technician II	45.48
30240 - Mathematical Technician	41.04
30361 - Paralegal/Legal Assistant I	22.76
30362 - Paralegal/Legal Assistant II	28.19
30363 - Paralegal/Legal Assistant III	34.48
30364 - Paralegal/Legal Assistant IV	41.73
30375 - Petroleum Supply Specialist	33.58
30390 - Photo-Optics Technician	33.92
30395 - Radiation Control Technician	33.58
30461 - Technical Writer I	27.89
30462 - Technical Writer II	34.12
30463 - Technical Writer III	41.29
30491 - Unexploded Ordnance (UXO) Technician I	29.24
30492 - Unexploded Ordnance (UXO) Technician II	35.37
30493 - Unexploded Ordnance (UXO) Technician III	42.40
30494 - Unexploded (UXO) Safety Escort	29.24
30495 - Unexploded (UXO) Sweep Personnel	29.24
30501 - Weather Forecaster I	31.36
30502 - Weather Forecaster II	38.17
30620 - Weather Observer Combined (see 2)	31.00
30621 - Weather Observer Senior (see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.37
31020 - Bus Aide	15.89
31030 - Bus Driver	22.85
31043 - Driver Courier	17.23
31260 - Parking and Lot Attendant	14.46
31290 - Shuttle Bus Driver	17.71
31310 - Taxi Driver	16.86
31361 - Truckdriver Light	18.79
31362 - Truckdriver Medium	20.63

31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.25
99030 - Cashier	14.06
99050 - Desk Clerk	14.67
99095 - Embalmer	29.77
99130 - Flight Follower	29.24
99251 - Laboratory Animal Caretaker	15.81
I	
99252 - Laboratory Animal Caretaker	17.24
II	
99260 - Marketing Analyst	31.91
99310 - Mortician	34.35
99410 - Pest Controller	19.10
99510 - Photofinishing Worker	18.97
99710 - Recycling Laborer	29.88
99711 - Recycling Specialist	36.07
99730 - Refuse Collector	28.52
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	16.85
99830 - Survey Party Chief	57.99
99831 - Surveying Aide	32.48
99832 - Surveying Technician	42.69
99840 - Vending Machine Attendant	14.69
99841 - Vending Machine Repairer	18.51
99842 - Vending Machine Repairer	14.69

Helper

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.

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)).

Standard Wage Determination No.: 2015-5615

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.: 2015-5615
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Madera

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.38
01012 - Accounting Clerk II		17.27
01013 - Accounting Clerk III		19.32
01020 - Administrative Assistant		29.20
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		15.14
01042 - Customer Service Representative II		16.51

01043 - Customer Service Representative III	18.54
01051 - Data Entry Operator I	13.83
01052 - Data Entry Operator II	15.08
01060 - Dispatcher Motor Vehicle	20.70
01070 - Document Preparation Clerk	13.98
01090 - Duplicating Machine Operator	13.98
01111 - General Clerk I	14.22
01112 - General Clerk II	15.52
01113 - General Clerk III	17.42
01120 - Housing Referral Assistant	19.57
01141 - Messenger Courier	11.39
01191 - Order Clerk I	15.03
01192 - Order Clerk II	16.40
01261 - Personnel Assistant (Employment) I	15.70
01262 - Personnel Assistant (Employment) II	17.56
01263 - Personnel Assistant (Employment) III	19.57
01270 - Production Control Clerk	25.45
01290 - Rental Clerk	17.82
01300 - Scheduler Maintenance	15.70
01311 - Secretary I	15.70
01312 - Secretary II	17.56
01313 - Secretary III	19.57
01320 - Service Order Dispatcher	18.97
01410 - Supply Technician	29.20
01420 - Survey Worker	17.56
01460 - Switchboard Operator/Receptionist	14.17
01531 - Travel Clerk I	13.59
01532 - Travel Clerk II	14.24
01533 - Travel Clerk III	15.44
01611 - Word Processor I	13.98
01612 - Word Processor II	15.70
01613 - Word Processor III	17.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.84
Fiberglass	
05010 - Automotive Electrician	19.76
05040 - Automotive Glass Installer	18.70
05070 - Automotive Worker	18.70
05110 - Mobile Equipment Servicer	16.59
05130 - Motor Equipment Metal	20.78
Mechanic	
05160 - Motor Equipment Metal Worker	18.70
05190 - Motor Vehicle Mechanic	20.78
05220 - Motor Vehicle Mechanic Helper	15.48

05250 - Motor Vehicle Upholstery Worker	17.65
05280 - Motor Vehicle Wrecker	18.70
05310 - Painter Automotive	19.76
05340 - Radiator Repair Specialist	18.70
05370 - Tire Repairer	14.97
05400 - Transmission Repair Specialist	20.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.98
07041 - Cook I	18.27
07042 - Cook II	20.64
07070 - Dishwasher	13.28
07130 - Food Service Worker	13.85
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	14.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.94
09040 - Furniture Handler	16.88
09080 - Furniture Refinisher	23.94
09090 - Furniture Refinisher Helper	18.73
09110 - Furniture Repairer Minor	20.94
09130 - Upholsterer	23.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.43
11060 - Elevator Operator	14.40
11090 - Gardener	17.47
11122 - Housekeeping Aide	14.57
11150 - Janitor	14.57
11210 - Laborer Grounds Maintenance	14.43
11240 - Maid or Houseman	15.13
11260 - Pruner	13.26
11270 - Tractor Operator	16.29
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	15.63
12000 - Health Occupations	
12010 - Ambulance Driver	24.10
12011 - Breath Alcohol Technician	29.46
12012 - Certified Occupational Therapist Assistant	40.40
12015 - Certified Physical Therapist Assistant	40.40
12020 - Dental Assistant	21.31
12025 - Dental Hygienist	46.39
12030 - EKG Technician	44.69
12035 - Electroneurodiagnostic Technologist	44.69

12040 - Emergency Medical Technician	24.10
12071 - Licensed Practical Nurse I	26.32
12072 - Licensed Practical Nurse II	29.46
12073 - Licensed Practical Nurse III	32.84
12100 - Medical Assistant	14.95
12130 - Medical Laboratory Technician	23.69
Technician	
12160 - Medical Record Clerk	23.97
12190 - Medical Record Technician	26.83
12195 - Medical Transcriptionist	26.32
12210 - Nuclear Medicine	64.72
Technologist	
12221 - Nursing Assistant I	13.04
12222 - Nursing Assistant II	14.66
12223 - Nursing Assistant III	15.99
12224 - Nursing Assistant IV	17.95
12235 - Optical Dispenser	29.46
12236 - Optical Technician	26.32
12250 - Pharmacy Technician	22.21
12280 - Phlebotomist	19.17
12305 - Radiologic Technologist	41.51
12311 - Registered Nurse I	30.51
12312 - Registered Nurse II	37.33
12313 - Registered Nurse II	37.33
Specialist	
12314 - Registered Nurse III	45.15
12315 - Registered Nurse III	45.15
Anesthetist	
12316 - Registered Nurse IV	54.12
12317 - Scheduler (Drug and Alcohol Testing)	36.48
Testing)	
12320 - Substance Abuse Treatment	36.48
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	22.07
13012 - Exhibits Specialist II	25.37
13013 - Exhibits Specialist III	31.03
13041 - Illustrator I	22.07
13042 - Illustrator II	25.37
13043 - Illustrator III	31.03
13047 - Librarian	30.26
13050 - Library Aide/Clerk	16.17
13054 - Library Information	27.32
Technology Systems	
Administrator	
13058 - Library Technician	21.75
13061 - Media Specialist I	19.70
13062 - Media Specialist II	22.04
13063 - Media Specialist III	24.56

13071 - Photographer I	17.75
13072 - Photographer II	20.20
13073 - Photographer III	22.39
13074 - Photographer IV	28.02
13075 - Photographer V	33.89
13090 - Technical Order Library	18.74
Clerk	
13110 - Video Teleconference	20.05
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.55
14042 - Computer Operator II	20.76
14043 - Computer Operator III	23.14
14044 - Computer Operator IV	25.71
14045 - Computer Operator V	28.47
14071 - Computer Programmer I	(see 1) 18.30
14072 - Computer Programmer II	(see 1) 22.67
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	18.55
Operator	
14160 - Personal Computer Support	25.71
Technician	
14170 - System Support Specialist	28.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.58
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.58
Instructor (Rated)	
15030 - Air Crew Training Devices	41.39
Instructor (Pilot)	
15050 - Computer Based Training	28.58
Specialist / Instructor	
15060 - Educational Technologist	36.57
15070 - Flight Instructor (Pilot)	41.39
15080 - Graphic Artist	33.51
15085 - Maintenance Test Pilot Fixed	41.39
Jet/Prop	
15086 - Maintenance Test Pilot	41.39
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.39
Pilot	
15090 - Technical Instructor	24.88
15095 - Technical Instructor/Course	30.46
Developer	
15110 - Test Proctor	20.41

15120 - Tutor	20.41
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.96
19040 - Tool And Die Maker	30.02
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.51
21030 - Material Coordinator	25.45
21040 - Material Expediter	25.45
21050 - Material Handling Laborer	14.30
21071 - Order Filler	15.14
21080 - Production Line Worker (Food Processing)	15.51
21110 - Shipping Packer	17.47
21130 - Shipping/Receiving Clerk	17.47
21140 - Store Worker I	15.26
21150 - Stock Clerk	18.91
21210 - Tools And Parts Attendant	15.51
21410 - Warehouse Specialist	15.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.54
23019 - Aircraft Logs and Records Technician	22.29
23021 - Aircraft Mechanic I	26.25
23022 - Aircraft Mechanic II	27.54
23023 - Aircraft Mechanic III	28.86
23040 - Aircraft Mechanic Helper	19.49
23050 - Aircraft Painter	24.96
23060 - Aircraft Servicer	22.29
23070 - Aircraft Survival Flight Equipment Technician	24.96
23080 - Aircraft Worker	23.61

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.25
23110 - Appliance Mechanic	24.96
23120 - Bicycle Repairer	20.90
23125 - Cable Splicer	26.25
23130 - Carpenter Maintenance	29.78
23140 - Carpet Layer	23.61
23160 - Electrician Maintenance	36.80
23181 - Electronics Technician Maintenance I	23.61
23182 - Electronics Technician Maintenance II	25.83
23183 - Electronics Technician Maintenance III	27.28
23260 - Fabric Worker	22.29
23290 - Fire Alarm System Mechanic	26.25
23310 - Fire Extinguisher Repairer	20.90
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	19.70
23370 - General Maintenance Worker	21.82
23380 - Ground Support Equipment Mechanic	26.25
23381 - Ground Support Equipment Servicer	22.29
23382 - Ground Support Equipment Worker	23.61
23391 - Gunsmith I	20.90
23392 - Gunsmith II	23.61
23393 - Gunsmith III	26.25
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.34
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	27.13
23440 - Heavy Equipment Operator	28.33
23460 - Instrument Mechanic	26.25
23465 - Laboratory/Shelter Mechanic	24.96
23470 - Laborer	14.30
23510 - Locksmith	24.96
23530 - Machinery Maintenance Mechanic	31.10
23550 - Machinist Maintenance	26.94

23580 - Maintenance Trades Helper	18.49
23591 - Metrology Technician I	26.25
23592 - Metrology Technician II	27.54
23593 - Metrology Technician III	28.86
23640 - Millwright	26.25
23710 - Office Appliance Repairer	24.96
23760 - Painter Maintenance	26.03
23790 - Pipefitter Maintenance	26.25
23810 - Plumber Maintenance	24.96
23820 - Pneudraulic Systems Mechanic	26.25
23850 - Rigger	26.25
23870 - Scale Mechanic	23.61
23890 - Sheet-Metal Worker	26.25
Maintenance	
23910 - Small Engine Mechanic	23.61
23931 - Telecommunications Mechanic	30.00
I	
23932 - Telecommunications Mechanic	31.47
II	
23950 - Telephone Lineman	35.12
23960 - Welder Combination	20.81
Maintenance	
23965 - Well Driller	26.25
23970 - Woodcraft Worker	26.25
23980 - Woodworker	20.90
24000 - Personal Needs Occupations	
24550 - Case Manager	18.66
24570 - Child Care Attendant	13.48
24580 - Child Care Center Clerk	16.82
24610 - Chore Aide	14.22
24620 - Family Readiness And Support	18.66
Services	
Coordinator	
24630 - Homemaker	18.66
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.76
25040 - Sewage Plant Operator	29.38
25070 - Stationary Engineer	27.76
25190 - Ventilation Equipment Tender	20.21
25210 - Water Treatment Plant	29.38
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.41
27007 - Baggage Inspector	14.16
27008 - Corrections Officer	28.49
27010 - Court Security Officer	28.49
27030 - Detection Dog Handler	16.53
27040 - Detention Officer	28.49
27070 - Firefighter	27.93

27101 - Guard I	14.16
27102 - Guard II	16.53
27131 - Police Officer I	30.42
27132 - Police Officer II	33.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.33
28042 - Carnival Equipment Repairer	17.52
28043 - Carnival Worker	13.02
28210 - Gate Attendant/Gate Tender	17.90
28310 - Lifeguard	16.03
28350 - Park Attendant (Aide)	20.03
28510 - Recreation Aide/Health	14.62
Facility Attendant	
28515 - Recreation Specialist	24.80
28630 - Sports Official	15.95
28690 - Swimming Pool Operator	20.17
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.61
29020 - Hatch Tender	23.61
29030 - Line Handler	23.61
29041 - Stevedore I	22.29
29042 - Stevedore II	24.96
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	16.65
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	23.08
30030 - Cartographic Technician	23.08
30040 - Civil Engineering Technician	25.83
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	16.65
30062 - Drafter/CAD Operator II	18.26
30063 - Drafter/CAD Operator III	20.77
30064 - Drafter/CAD Operator IV	25.55
30081 - Engineering Technician I	15.79
30082 - Engineering Technician II	17.23
30083 - Engineering Technician III	20.69
30084 - Engineering Technician IV	22.60
30085 - Engineering Technician V	27.64
30086 - Engineering Technician VI	33.44
30090 - Environmental Technician	22.63
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	18.05

30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	23.08
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	22.66
30363 - Paralegal/Legal Assistant III	27.72
30364 - Paralegal/Legal Assistant IV	33.54
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	23.08
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	22.24
30462 - Technical Writer II	27.20
30463 - Technical Writer III	32.91
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	25.55
30502 - Weather Forecaster II	31.08
30620 - Weather Observer Combined (see 2)	20.77
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.74
31030 - Bus Driver	18.31
31043 - Driver Courier	15.27
31260 - Parking and Lot Attendant	12.74
31290 - Shuttle Bus Driver	16.31
31310 - Taxi Driver	14.82
31361 - Truckdriver Light	16.39
31362 - Truckdriver Medium	17.48
31363 - Truckdriver Heavy	20.45
31364 - Truckdriver Tractor-Trailer	20.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.45
99050 - Desk Clerk	14.67
99095 - Embalmer	26.70

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.68
I	
99252 - Laboratory Animal Caretaker	18.82
II	
99260 - Marketing Analyst	31.55
99310 - Mortician	26.70
99410 - Pest Controller	18.17
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.82
99711 - Recycling Specialist	20.68
99730 - Refuse Collector	17.29
99810 - Sales Clerk	13.57
99820 - School Crossing Guard	16.42
99830 - Survey Party Chief	30.95
99831 - Surveying Aide	20.58
99832 - Surveying Technician	28.14
99840 - Vending Machine Attendant	20.35
99841 - Vending Machine Repairer	24.66
99842 - Vending Machine Repairer	20.35
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5617

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5617
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Merced

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.45
01012 - Accounting Clerk II		18.47
01013 - Accounting Clerk III		20.67
01020 - Administrative Assistant		32.91
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		15.42
01042 - Customer Service Representative II		16.82

01043 - Customer Service Representative III	18.88
01051 - Data Entry Operator I	14.48
01052 - Data Entry Operator II	15.79
01060 - Dispatcher Motor Vehicle	19.99
01070 - Document Preparation Clerk	15.79
01090 - Duplicating Machine Operator	15.79
01111 - General Clerk I	14.12
01112 - General Clerk II	15.40
01113 - General Clerk III	17.29
01120 - Housing Referral Assistant	22.11
01141 - Messenger Courier	14.52
01191 - Order Clerk I	18.56
01192 - Order Clerk II	20.25
01261 - Personnel Assistant (Employment) I	17.59
01262 - Personnel Assistant (Employment) II	19.68
01263 - Personnel Assistant (Employment) III	21.94
01270 - Production Control Clerk	24.44
01290 - Rental Clerk	17.51
01300 - Scheduler Maintenance	17.72
01311 - Secretary I	17.72
01312 - Secretary II	19.83
01313 - Secretary III	22.11
01320 - Service Order Dispatcher	17.87
01410 - Supply Technician	32.91
01420 - Survey Worker	19.49
01460 - Switchboard Operator/Receptionist	14.40
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	15.93
01612 - Word Processor II	17.89
01613 - Word Processor III	20.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.59
Fiberglass	
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	15.97
05070 - Automotive Worker	15.97
05110 - Mobile Equipment Servicer	14.17
05130 - Motor Equipment Metal	18.11
Mechanic	
05160 - Motor Equipment Metal Worker	15.97
05190 - Motor Vehicle Mechanic	18.11
05220 - Motor Vehicle Mechanic Helper	13.43

05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	15.97
05310 - Painter Automotive	16.84
05340 - Radiator Repair Specialist	15.97
05370 - Tire Repairer	14.12
05400 - Transmission Repair Specialist	18.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.58
07041 - Cook I	17.71
07042 - Cook II	19.95
07070 - Dishwasher	13.01
07130 - Food Service Worker	13.51
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	13.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.16
09040 - Furniture Handler	15.86
09080 - Furniture Refinisher	23.16
09090 - Furniture Refinisher Helper	18.37
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	23.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.01
11060 - Elevator Operator	16.85
11090 - Gardener	21.80
11122 - Housekeeping Aide	16.85
11150 - Janitor	16.85
11210 - Laborer Grounds Maintenance	17.67
11240 - Maid or Houseman	12.98
11260 - Pruner	16.24
11270 - Tractor Operator	20.47
11330 - Trail Maintenance Worker	17.67
11360 - Window Cleaner	18.34
12000 - Health Occupations	
12010 - Ambulance Driver	22.40
12011 - Breath Alcohol Technician	22.51
12012 - Certified Occupational Therapist Assistant	30.73
12015 - Certified Physical Therapist Assistant	30.73
12020 - Dental Assistant	17.75
12025 - Dental Hygienist	43.21
12030 - EKG Technician	33.94
12035 - Electroneurodiagnostic Technologist	33.94

12040 - Emergency Medical Technician	22.40
12071 - Licensed Practical Nurse I	20.24
12072 - Licensed Practical Nurse II	22.64
12073 - Licensed Practical Nurse III	25.23
12100 - Medical Assistant	14.67
12130 - Medical Laboratory Technician	20.02
Technician	
12160 - Medical Record Clerk	19.81
12190 - Medical Record Technician	22.17
12195 - Medical Transcriptionist	20.24
12210 - Nuclear Medicine Technologist	49.74
Technologist	
12221 - Nursing Assistant I	11.96
12222 - Nursing Assistant II	13.45
12223 - Nursing Assistant III	14.67
12224 - Nursing Assistant IV	16.47
12235 - Optical Dispenser	22.40
12236 - Optical Technician	20.02
12250 - Pharmacy Technician	18.60
12280 - Phlebotomist	22.90
12305 - Radiologic Technologist	36.43
12311 - Registered Nurse I	28.11
12312 - Registered Nurse II	34.38
12313 - Registered Nurse II	34.38
Specialist	
12314 - Registered Nurse III	49.68
12315 - Registered Nurse III	49.68
Anesthetist	
12316 - Registered Nurse IV	49.87
12317 - Scheduler (Drug and Alcohol Testing)	28.03
Testing)	
12320 - Substance Abuse Treatment Counselor	26.91
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	24.28
13012 - Exhibits Specialist II	27.91
13013 - Exhibits Specialist III	34.13
13041 - Illustrator I	24.28
13042 - Illustrator II	27.91
13043 - Illustrator III	34.13
13047 - Librarian	33.29
13050 - Library Aide/Clerk	17.50
13054 - Library Information Technology Systems Administrator	30.05
Technology Systems Administrator	
13058 - Library Technician	21.31
13061 - Media Specialist I	21.67
13062 - Media Specialist II	24.24
13063 - Media Specialist III	27.02

13071 - Photographer I	19.77
13072 - Photographer II	22.22
13073 - Photographer III	27.09
13074 - Photographer IV	33.51
13075 - Photographer V	40.55
13090 - Technical Order Library	21.99
Clerk	
13110 - Video Teleconference	22.05
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.59
14042 - Computer Operator II	20.93
14043 - Computer Operator III	24.19
14044 - Computer Operator IV	26.83
14045 - Computer Operator V	29.78
14071 - Computer Programmer I	(see 1) 19.00
14072 - Computer Programmer II	(see 1) 23.52
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	18.59
Operator	
14160 - Personal Computer Support	26.83
Technician	
14170 - System Support Specialist	33.61
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.58
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.58
Instructor (Rated)	
15030 - Air Crew Training Devices	41.39
Instructor (Pilot)	
15050 - Computer Based Training	28.58
Specialist / Instructor	
15060 - Educational Technologist	45.28
15070 - Flight Instructor (Pilot)	41.39
15080 - Graphic Artist	29.87
15085 - Maintenance Test Pilot Fixed	40.32
Jet/Prop	
15086 - Maintenance Test Pilot	40.32
Rotary Wing	
15088 - Non-Maintenance Test/Co-	40.32
Pilot	
15090 - Technical Instructor	24.88
15095 - Technical Instructor/Course	30.46
Developer	
15110 - Test Proctor	20.41

15120 - Tutor	20.41
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	15.47
Apparel Laundry	
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)	26.20
19040 - Tool And Die Maker	30.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.07
21030 - Material Coordinator	24.44
21040 - Material Expediter	24.44
21050 - Material Handling Laborer	14.31
21071 - Order Filler	13.61
21080 - Production Line Worker (Food Processing)	18.07
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	15.79
21150 - Stock Clerk	20.22
21210 - Tools And Parts Attendant	18.07
21410 - Warehouse Specialist	18.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.57
23019 - Aircraft Logs and Records Technician	23.49
23021 - Aircraft Mechanic I	27.35
23022 - Aircraft Mechanic II	28.57
23023 - Aircraft Mechanic III	29.83
23040 - Aircraft Mechanic Helper	20.71
23050 - Aircraft Painter	26.20
23060 - Aircraft Servicer	23.49
23070 - Aircraft Survival Flight Equipment Technician	26.20
23080 - Aircraft Worker	24.85

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.35
23110 - Appliance Mechanic	26.20
23120 - Bicycle Repairer	20.93
23125 - Cable Splicer	27.35
23130 - Carpenter Maintenance	29.49
23140 - Carpet Layer	24.85
23160 - Electrician Maintenance	31.29
23181 - Electronics Technician Maintenance I	24.85
23182 - Electronics Technician Maintenance II	26.20
23183 - Electronics Technician Maintenance III	27.35
23260 - Fabric Worker	23.49
23290 - Fire Alarm System Mechanic	27.35
23310 - Fire Extinguisher Repairer	22.07
23311 - Fuel Distribution System Mechanic	31.49
23312 - Fuel Distribution System Operator	25.30
23370 - General Maintenance Worker	20.81
23380 - Ground Support Equipment Mechanic	27.35
23381 - Ground Support Equipment Servicer	23.49
23382 - Ground Support Equipment Worker	24.85
23391 - Gunsmith I	22.07
23392 - Gunsmith II	24.85
23393 - Gunsmith III	27.35
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.69
23430 - Heavy Equipment Mechanic	28.34
23440 - Heavy Equipment Operator	29.37
23460 - Instrument Mechanic	27.35
23465 - Laboratory/Shelter Mechanic	26.20
23470 - Laborer	14.31
23510 - Locksmith	26.20
23530 - Machinery Maintenance Mechanic	29.68
23550 - Machinist Maintenance	22.15

23580 - Maintenance Trades Helper	18.57
23591 - Metrology Technician I	27.35
23592 - Metrology Technician II	28.57
23593 - Metrology Technician III	29.83
23640 - Millwright	27.35
23710 - Office Appliance Repairer	26.20
23760 - Painter Maintenance	23.75
23790 - Pipefitter Maintenance	23.30
23810 - Plumber Maintenance	22.05
23820 - Pneudraulic Systems Mechanic	27.35
23850 - Rigger	27.35
23870 - Scale Mechanic	24.85
23890 - Sheet-Metal Worker	27.35
Maintenance	
23910 - Small Engine Mechanic	24.85
23931 - Telecommunications Mechanic	31.04
I	
23932 - Telecommunications Mechanic	32.42
II	
23950 - Telephone Lineman	27.53
23960 - Welder Combination	18.52
Maintenance	
23965 - Well Driller	27.35
23970 - Woodcraft Worker	27.35
23980 - Woodworker	22.07
24000 - Personal Needs Occupations	
24550 - Case Manager	25.12
24570 - Child Care Attendant	15.17
24580 - Child Care Center Clerk	18.93
24610 - Chore Aide	13.32
24620 - Family Readiness And Support	25.12
Services	
Coordinator	
24630 - Homemaker	25.12
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.76
25040 - Sewage Plant Operator	27.96
25070 - Stationary Engineer	27.76
25190 - Ventilation Equipment Tender	20.85
25210 - Water Treatment Plant	27.96
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.81
27007 - Baggage Inspector	14.53
27008 - Corrections Officer	30.26
27010 - Court Security Officer	32.30
27030 - Detection Dog Handler	16.26
27040 - Detention Officer	30.26
27070 - Firefighter	30.72

27101 - Guard I	14.53
27102 - Guard II	16.26
27131 - Police Officer I	43.44
27132 - Police Officer II	48.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.09
28042 - Carnival Equipment Repairer	18.22
28043 - Carnival Worker	13.56
28210 - Gate Attendant/Gate Tender	17.52
28310 - Lifeguard	15.51
28350 - Park Attendant (Aide)	19.61
28510 - Recreation Aide/Health	14.31
Facility Attendant	
28515 - Recreation Specialist	24.29
28630 - Sports Official	15.61
28690 - Swimming Pool Operator	20.51
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	24.85
29020 - Hatch Tender	24.85
29030 - Line Handler	24.85
29041 - Stevedore I	23.49
29042 - Stevedore II	26.20
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	16.65
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	23.08
30030 - Cartographic Technician	23.08
30040 - Civil Engineering Technician	28.41
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	16.65
30062 - Drafter/CAD Operator II	18.26
30063 - Drafter/CAD Operator III	20.77
30064 - Drafter/CAD Operator IV	25.55
30081 - Engineering Technician I	15.79
30082 - Engineering Technician II	17.23
30083 - Engineering Technician III	20.69
30084 - Engineering Technician IV	22.60
30085 - Engineering Technician V	27.64
30086 - Engineering Technician VI	33.44
30090 - Environmental Technician	22.63
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	19.86

30221 - Latent Fingerprint Technician I	23.36
30222 - Latent Fingerprint Technician II	25.81
30240 - Mathematical Technician	23.08
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	22.66
30363 - Paralegal/Legal Assistant III	27.72
30364 - Paralegal/Legal Assistant IV	33.54
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	23.08
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.24
30462 - Technical Writer II	27.20
30463 - Technical Writer III	32.91
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	25.55
30502 - Weather Forecaster II	31.08
30620 - Weather Observer Combined (see 2)	20.77
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	18.41
31030 - Bus Driver	24.19
31043 - Driver Courier	21.33
31260 - Parking and Lot Attendant	16.93
31290 - Shuttle Bus Driver	19.64
31310 - Taxi Driver	18.99
31361 - Truckdriver Light	22.72
31362 - Truckdriver Medium	24.19
31363 - Truckdriver Heavy	21.61
31364 - Truckdriver Tractor-Trailer	21.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.62
99050 - Desk Clerk	13.98
99095 - Embalmer	26.70

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.25
I	
99252 - Laboratory Animal Caretaker	18.36
II	
99260 - Marketing Analyst	34.69
99310 - Mortician	26.70
99410 - Pest Controller	20.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.63
99711 - Recycling Specialist	21.59
99730 - Refuse Collector	17.13
99810 - Sales Clerk	13.02
99820 - School Crossing Guard	17.22
99830 - Survey Party Chief	30.95
99831 - Surveying Aide	20.58
99832 - Surveying Technician	28.14
99840 - Vending Machine Attendant	20.94
99841 - Vending Machine Repairer	26.03
99842 - Vending Machine Repairer	21.70
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5619

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5619
Revision No.: 16
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

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	26.36
Fiberglass	
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	23.18
Mechanic	
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
Technician	
12160 - Medical Record Clerk	18.21
12190 - Medical Record Technician	20.38
12195 - Medical Transcriptionist	23.89
12210 - Nuclear Medicine Technologist	55.60
Technologist	
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	36.33
Specialist	
12314 - Registered Nurse III	44.20
12315 - Registered Nurse III	44.20
Anesthetist	
12316 - Registered Nurse IV	52.97
12317 - Scheduler (Drug and Alcohol Testing)	31.34
Testing)	
12320 - Substance Abuse Treatment Counselor	28.90
Counselor	
13000 - Information And Arts Occupations	
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
Technology Systems Administrator	
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	22.50
Clerk	
13110 - Video Teleconference	20.29
Technician	
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	19.16
Operator	
14160 - Personal Computer Support	26.61
Technician	
14170 - System Support Specialist	38.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.91
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.98
Instructor (Rated)	
15030 - Air Crew Training Devices	41.93
Instructor (Pilot)	
15050 - Computer Based Training	28.91
Specialist / Instructor	
15060 - Educational Technologist	40.93
15070 - Flight Instructor (Pilot)	41.93
15080 - Graphic Artist	21.62
15085 - Maintenance Test Pilot Fixed	41.93
Jet/Prop	
15086 - Maintenance Test Pilot	41.93
Rotary Wing	
15088 - Non-Maintenance Test/Co-	41.93
Pilot	
15090 - Technical Instructor	24.57
15095 - Technical Instructor/Course	30.07
Developer	
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	15.47
Apparel Laundry	
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 I	25.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.52
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	25.93
Maintenance	
23910 - Small Engine Mechanic	25.92
23931 - Telecommunications Mechanic	34.13
I	
23932 - Telecommunications Mechanic	35.64
II	
23950 - Telephone Lineman	32.77
23960 - Welder Combination	23.30
Maintenance	
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	21.18
Services	
Coordinator	
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	30.83
Operator	
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	13.57
Facility Attendant	
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 (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	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 (see 2)	24.82
Upper Air Or 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	14.32
I	
99252 - Laboratory Animal Caretaker	15.25
II	
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	17.89
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5621

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5621
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Napa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.44
01012 - Accounting Clerk II		22.94
01013 - Accounting Clerk III		25.67
01020 - Administrative Assistant		34.86
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		19.50
01042 - Customer Service Representative II		21.70

01043 - Customer Service Representative III	23.93
01051 - Data Entry Operator I	18.11
01052 - Data Entry Operator II	19.76
01060 - Dispatcher Motor Vehicle	29.13
01070 - Document Preparation Clerk	17.99
01090 - Duplicating Machine Operator	17.99
01111 - General Clerk I	18.61
01112 - General Clerk II	20.30
01113 - General Clerk III	22.79
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	17.07
01191 - Order Clerk I	18.13
01192 - Order Clerk II	20.03
01261 - Personnel Assistant (Employment) I	21.87
01262 - Personnel Assistant (Employment) II	24.47
01263 - Personnel Assistant (Employment) III	27.28
01270 - Production Control Clerk	28.05
01290 - Rental Clerk	17.24
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	22.62
01410 - Supply Technician	34.83
01420 - Survey Worker	22.72
01460 - Switchboard Operator/Receptionist	19.84
01531 - Travel Clerk I	14.99
01532 - Travel Clerk II	16.29
01533 - Travel Clerk III	17.66
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	28.35
Fiberglass	
05010 - Automotive Electrician	24.66
05040 - Automotive Glass Installer	23.33
05070 - Automotive Worker	23.33
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal	26.00
Mechanic	
05160 - Motor Equipment Metal Worker	23.33
05190 - Motor Vehicle Mechanic	26.00
05220 - Motor Vehicle Mechanic Helper	19.14

05250 - Motor Vehicle Upholstery Worker	21.99
05280 - Motor Vehicle Wrecker	23.33
05310 - Painter Automotive	24.66
05340 - Radiator Repair Specialist	23.33
05370 - Tire Repairer	21.47
05400 - Transmission Repair Specialist	26.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.07
07041 - Cook I	19.56
07042 - Cook II	22.20
07070 - Dishwasher	14.48
07130 - Food Service Worker	15.96
07210 - Meat Cutter	21.25
07260 - Waiter/Waitress	14.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	32.34
09040 - Furniture Handler	20.76
09080 - Furniture Refinisher	32.34
09090 - Furniture Refinisher Helper	24.93
09110 - Furniture Repairer Minor	28.84
09130 - Upholsterer	32.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.91
11060 - Elevator Operator	15.63
11090 - Gardener	25.29
11122 - Housekeeping Aide	15.63
11150 - Janitor	15.63
11210 - Laborer Grounds Maintenance	19.98
11240 - Maid or Houseman	16.17
11260 - Pruner	18.16
11270 - Tractor Operator	23.57
11330 - Trail Maintenance Worker	19.98
11360 - Window Cleaner	17.37
12000 - Health Occupations	
12010 - Ambulance Driver	27.46
12011 - Breath Alcohol Technician	27.46
12012 - Certified Occupational Therapist Assistant	37.67
12015 - Certified Physical Therapist Assistant	37.67
12020 - Dental Assistant	25.84
12025 - Dental Hygienist	55.82
12030 - EKG Technician	41.60
12035 - Electroneurodiagnostic Technologist	41.60

12040 - Emergency Medical Technician	27.46
12071 - Licensed Practical Nurse I	24.54
12072 - Licensed Practical Nurse II	27.46
12073 - Licensed Practical Nurse III	30.61
12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	28.68
Technician	
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	24.54
12210 - Nuclear Medicine Technologist	60.33
Technologist	
12221 - Nursing Assistant I	13.91
12222 - Nursing Assistant II	15.64
12223 - Nursing Assistant III	17.06
12224 - Nursing Assistant IV	19.16
12235 - Optical Dispenser	22.61
12236 - Optical Technician	24.54
12250 - Pharmacy Technician	22.12
12280 - Phlebotomist	23.67
12305 - Radiologic Technologist	41.54
12311 - Registered Nurse I	35.72
12312 - Registered Nurse II	43.70
12313 - Registered Nurse II	43.70
Specialist	
12314 - Registered Nurse III	52.94
12315 - Registered Nurse III	52.94
Anesthetist	
12316 - Registered Nurse IV	63.36
12317 - Scheduler (Drug and Alcohol Testing)	34.02
Testing)	
12320 - Substance Abuse Treatment Counselor	32.15
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	32.44
13013 - Exhibits Specialist III	39.68
13041 - Illustrator I	26.19
13042 - Illustrator II	32.44
13043 - Illustrator III	39.68
13047 - Librarian	35.93
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	32.44
Technology Systems Administrator	
13058 - Library Technician	26.04
13061 - Media Specialist I	23.41
13062 - Media Specialist II	26.19
13063 - Media Specialist III	29.19

13071 - Photographer I	18.24
13072 - Photographer II	20.41
13073 - Photographer III	25.28
13074 - Photographer IV	30.92
13075 - Photographer V	37.41
13090 - Technical Order Library	20.41
Clerk	
13110 - Video Teleconference	22.43
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.80
14042 - Computer Operator II	22.18
14043 - Computer Operator III	24.69
14044 - Computer Operator IV	27.43
14045 - Computer Operator V	30.39
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.80
Operator	
14160 - Personal Computer Support	27.43
Technician	
14170 - System Support Specialist	30.51
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	38.12
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	46.12
Instructor (Rated)	
15030 - Air Crew Training Devices	55.27
Instructor (Pilot)	
15050 - Computer Based Training	38.12
Specialist / Instructor	
15060 - Educational Technologist	37.19
15070 - Flight Instructor (Pilot)	55.27
15080 - Graphic Artist	32.66
15085 - Maintenance Test Pilot Fixed	54.93
Jet/Prop	
15086 - Maintenance Test Pilot	54.93
Rotary Wing	
15088 - Non-Maintenance Test/Co-	54.93
Pilot	
15090 - Technical Instructor	31.59
15095 - Technical Instructor/Course	38.64
Developer	
15110 - Test Proctor	25.50

15120 - Tutor	25.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	18.01
16030 - Counter Attendant	18.01
16040 - Dry Cleaner	21.30
16070 - Finisher Flatwork Machine	18.01
16090 - Presser Hand	18.01
16110 - Presser Machine Drycleaning	18.01
16130 - Presser Machine Shirts	18.01
16160 - Presser Machine Wearing	18.01
Apparel Laundry	
16190 - Sewing Machine Operator	22.80
16220 - Tailor	23.07
16250 - Washer Machine	19.52
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.34
19040 - Tool And Die Maker	38.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.82
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	17.63
21071 - Order Filler	15.86
21080 - Production Line Worker (Food Processing)	19.82
21110 - Shipping Packer	22.29
21130 - Shipping/Receiving Clerk	22.29
21140 - Store Worker I	17.74
21150 - Stock Clerk	23.28
21210 - Tools And Parts Attendant	19.82
21410 - Warehouse Specialist	19.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.84
23019 - Aircraft Logs and Records Technician	28.84
23021 - Aircraft Mechanic I	34.10
23022 - Aircraft Mechanic II	35.84
23023 - Aircraft Mechanic III	37.36
23040 - Aircraft Mechanic Helper	24.93
23050 - Aircraft Painter	32.34
23060 - Aircraft Servicer	28.84
23070 - Aircraft Survival Flight Equipment Technician	32.34
23080 - Aircraft Worker	30.61

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.10
23110 - Appliance Mechanic	32.34
23120 - Bicycle Repairer	20.34
23125 - Cable Splicer	34.10
23130 - Carpenter Maintenance	35.97
23140 - Carpet Layer	30.61
23160 - Electrician Maintenance	38.32
23181 - Electronics Technician Maintenance I	30.77
23182 - Electronics Technician Maintenance II	32.52
23183 - Electronics Technician Maintenance III	34.28
23260 - Fabric Worker	28.84
23290 - Fire Alarm System Mechanic	34.10
23310 - Fire Extinguisher Repairer	26.97
23311 - Fuel Distribution System Mechanic	34.10
23312 - Fuel Distribution System Operator	26.97
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	34.10
23381 - Ground Support Equipment Servicer	28.84
23382 - Ground Support Equipment Worker	30.61
23391 - Gunsmith I	26.97
23392 - Gunsmith II	30.61
23393 - Gunsmith III	34.10
23410 - Heating Ventilation And Air- Conditioning Mechanic	34.19
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	35.93
23430 - Heavy Equipment Mechanic	35.65
23440 - Heavy Equipment Operator	40.68
23460 - Instrument Mechanic	34.10
23465 - Laboratory/Shelter Mechanic	32.34
23470 - Laborer	17.63
23510 - Locksmith	32.34
23530 - Machinery Maintenance Mechanic	34.36
23550 - Machinist Maintenance	33.01

23580 - Maintenance Trades Helper	19.45
23591 - Metrology Technician I	34.10
23592 - Metrology Technician II	35.84
23593 - Metrology Technician III	37.36
23640 - Millwright	34.10
23710 - Office Appliance Repairer	32.34
23760 - Painter Maintenance	27.08
23790 - Pipefitter Maintenance	34.10
23810 - Plumber Maintenance	32.34
23820 - Pneudraulic Systems Mechanic	34.10
23850 - Rigger	34.10
23870 - Scale Mechanic	30.61
23890 - Sheet-Metal Worker	34.82
Maintenance	
23910 - Small Engine Mechanic	30.61
23931 - Telecommunications Mechanic	36.08
I	
23932 - Telecommunications Mechanic	36.03
II	
23950 - Telephone Lineman	34.16
23960 - Welder Combination	27.39
Maintenance	
23965 - Well Driller	34.00
23970 - Woodcraft Worker	34.10
23980 - Woodworker	26.97
24000 - Personal Needs Occupations	
24550 - Case Manager	19.20
24570 - Child Care Attendant	15.80
24580 - Child Care Center Clerk	19.70
24610 - Chore Aide	14.86
24620 - Family Readiness And Support	19.20
Services	
Coordinator	
24630 - Homemaker	19.20
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	39.03
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant	39.03
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.53
27007 - Baggage Inspector	14.72
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	38.39
27070 - Firefighter	36.20

27101 - Guard I	14.72
27102 - Guard II	17.15
27131 - Police Officer I	48.87
27132 - Police Officer II	54.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.32
28042 - Carnival Equipment Repairer	20.91
28043 - Carnival Worker	14.48
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	16.65
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health	14.20
Facility Attendant	
28515 - Recreation Specialist	24.10
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	23.73
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	30.61
29020 - Hatch Tender	30.61
29030 - Line Handler	30.61
29041 - Stevedore I	29.00
29042 - Stevedore II	32.34
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	53.48
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	36.84
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	31.80
30051 - Cryogenic Technician I	32.99
30052 - Cryogenic Technician II	36.44
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	19.14
30082 - Engineering Technician II	23.34
30083 - Engineering Technician III	26.10
30084 - Engineering Technician IV	29.79
30085 - Engineering Technician V	36.44
30086 - Engineering Technician VI	44.08
30090 - Environmental Technician	30.39
30095 - Evidence Control Specialist	29.79
30210 - Laboratory Technician	25.91

30221 - Latent Fingerprint Technician I	32.99
30222 - Latent Fingerprint Technician II	36.44
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	24.61
30362 - Paralegal/Legal Assistant II	30.73
30363 - Paralegal/Legal Assistant III	37.61
30364 - Paralegal/Legal Assistant IV	45.49
30375 - Petroleum Supply Specialist	36.44
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	36.44
30461 - Technical Writer I	29.79
30462 - Technical Writer II	36.44
30463 - Technical Writer III	44.08
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	38.15
30502 - Weather Forecaster II	46.39
30620 - Weather Observer Combined (see 2)	30.99
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	17.15
31030 - Bus Driver	23.83
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	14.10
31290 - Shuttle Bus Driver	21.14
31310 - Taxi Driver	19.79
31361 - Truckdriver Light	19.22
31362 - Truckdriver Medium	20.55
31363 - Truckdriver Heavy	24.70
31364 - Truckdriver Tractor-Trailer	24.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	14.67
99050 - Desk Clerk	17.99
99095 - Embalmer	31.23

99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker	17.47
I	
99252 - Laboratory Animal Caretaker	18.90
II	
99260 - Marketing Analyst	38.40
99310 - Mortician	31.23
99410 - Pest Controller	29.38
99510 - Photofinishing Worker	16.41
99710 - Recycling Laborer	22.18
99711 - Recycling Specialist	25.39
99730 - Refuse Collector	19.77
99810 - Sales Clerk	16.70
99820 - School Crossing Guard	19.02
99830 - Survey Party Chief	39.30
99831 - Surveying Aide	18.71
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	25.23
99841 - Vending Machine Repairer	29.41
99842 - Vending Machine Repairer	25.23
Helper	

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.

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

HOLIDAYS: A minimum of 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)).

Standard Wage Determination No.: 2015-5623

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5623
Revision No.: 17
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Alameda Contra Costa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		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	29.35
Fiberglass	
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	28.67
Mechanic	
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
Technician	
12160 - Medical Record Clerk	25.65
12190 - Medical Record Technician	28.68
12195 - Medical Transcriptionist	23.80
12210 - Nuclear Medicine Technologist	66.07
Technologist	
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	53.66
Specialist	
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III	64.90
Anesthetist	
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	39.87
Testing)	
12320 - Substance Abuse Treatment Counselor	27.69
Counselor	
13000 - Information And Arts Occupations	
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
Technology Systems Administrator	
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	24.42
Clerk	
13110 - Video Teleconference	29.91
Technician	
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	23.96
Operator	
14160 - Personal Computer Support	33.19
Technician	
14170 - System Support Specialist	41.30
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	41.35
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	50.04
Instructor (Rated)	
15030 - Air Crew Training Devices	59.97
Instructor (Pilot)	
15050 - Computer Based Training	41.35
Specialist / Instructor	
15060 - Educational Technologist	32.97
15070 - Flight Instructor (Pilot)	59.97
15080 - Graphic Artist	35.62
15085 - Maintenance Test Pilot Fixed	59.97
Jet/Prop	
15086 - Maintenance Test Pilot	59.97
Rotary Wing	
15088 - Non-Maintenance Test/Co-	59.97
Pilot	
15090 - Technical Instructor	33.96
15095 - Technical Instructor/Course	41.54
Developer	
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	18.63
Apparel Laundry	
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 I	35.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.23
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	33.39
Maintenance	
23910 - Small Engine Mechanic	23.55
23931 - Telecommunications Mechanic	36.16
I	
23932 - Telecommunications Mechanic	37.99
II	
23950 - Telephone Lineman	35.17
23960 - Welder Combination	26.71
Maintenance	
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	22.10
Services	
Coordinator	
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	49.65
Operator	
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	16.20
Facility Attendant	
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	(see 2) 49.14
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
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 (see 2)	27.82
Upper Air Or 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	18.61
I	
99252 - Laboratory Animal Caretaker	20.13
II	
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	18.34
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5625

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.: 2015-5625
Revision No.: 15
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Ventura

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.68
01012 - Accounting Clerk II		20.97
01013 - Accounting Clerk III		23.46
01020 - Administrative Assistant		36.30
01035 - Court Reporter		20.40
01041 - Customer Service Representative I		15.70
01042 - Customer Service Representative II		17.12

01043 - Customer Service Representative III	19.23
01051 - Data Entry Operator I	15.32
01052 - Data Entry Operator II	16.72
01060 - Dispatcher Motor Vehicle	22.41
01070 - Document Preparation Clerk	20.13
01090 - Duplicating Machine Operator	20.13
01111 - General Clerk I	15.39
01112 - General Clerk II	16.79
01113 - General Clerk III	18.86
01120 - Housing Referral Assistant	22.24
01141 - Messenger Courier	14.15
01191 - Order Clerk I	17.20
01192 - Order Clerk II	18.76
01261 - Personnel Assistant (Employment) I	18.97
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	24.55
01290 - Rental Clerk	16.83
01300 - Scheduler Maintenance	17.84
01311 - Secretary I	17.84
01312 - Secretary II	19.96
01313 - Secretary III	22.24
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	36.30
01420 - Survey Worker	22.72
01460 - Switchboard Operator/Receptionist	17.24
01531 - Travel Clerk I	19.00
01532 - Travel Clerk II	20.33
01533 - Travel Clerk III	21.42
01611 - Word Processor I	17.92
01612 - Word Processor II	20.12
01613 - Word Processor III	22.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.77
Fiberglass	
05010 - Automotive Electrician	24.40
05040 - Automotive Glass Installer	22.93
05070 - Automotive Worker	22.93
05110 - Mobile Equipment Servicer	19.81
05130 - Motor Equipment Metal	25.91
Mechanic	
05160 - Motor Equipment Metal Worker	22.93
05190 - Motor Vehicle Mechanic	25.91
05220 - Motor Vehicle Mechanic Helper	18.80

05250 - Motor Vehicle Upholstery Worker	21.41
05280 - Motor Vehicle Wrecker	22.93
05310 - Painter Automotive	24.40
05340 - Radiator Repair Specialist	22.93
05370 - Tire Repairer	15.13
05400 - Transmission Repair Specialist	25.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	17.75
07042 - Cook II	20.54
07070 - Dishwasher	13.02
07130 - Food Service Worker	14.03
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	13.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	20.30
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer Minor	17.80
09130 - Upholsterer	20.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.83
11060 - Elevator Operator	16.09
11090 - Gardener	22.40
11122 - Housekeeping Aide	16.09
11150 - Janitor	16.09
11210 - Laborer Grounds Maintenance	17.01
11240 - Maid or Houseman	14.79
11260 - Pruner	16.09
11270 - Tractor Operator	20.53
11330 - Trail Maintenance Worker	17.01
11360 - Window Cleaner	16.91
12000 - Health Occupations	
12010 - Ambulance Driver	23.72
12011 - Breath Alcohol Technician	25.61
12012 - Certified Occupational Therapist Assistant	37.41
12015 - Certified Physical Therapist Assistant	31.99
12020 - Dental Assistant	21.51
12025 - Dental Hygienist	52.59
12030 - EKG Technician	53.13
12035 - Electroneurodiagnostic Technologist	53.13

12040 - Emergency Medical Technician	23.72
12071 - Licensed Practical Nurse I	22.89
12072 - Licensed Practical Nurse II	25.61
12073 - Licensed Practical Nurse III	28.54
12100 - Medical Assistant	19.72
12130 - Medical Laboratory Technician	32.37
Technician	
12160 - Medical Record Clerk	20.20
12190 - Medical Record Technician	22.60
12195 - Medical Transcriptionist	21.22
12210 - Nuclear Medicine Technologist	57.42
Technologist	
12221 - Nursing Assistant I	13.97
12222 - Nursing Assistant II	15.71
12223 - Nursing Assistant III	17.14
12224 - Nursing Assistant IV	19.25
12235 - Optical Dispenser	21.33
12236 - Optical Technician	22.28
12250 - Pharmacy Technician	21.00
12280 - Phlebotomist	22.34
12305 - Radiologic Technologist	29.34
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II	38.49
Specialist	
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III	48.20
Anesthetist	
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	32.32
Testing)	
12320 - Substance Abuse Treatment Counselor	20.59
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	24.44
13012 - Exhibits Specialist II	30.27
13013 - Exhibits Specialist III	37.02
13041 - Illustrator I	25.19
13042 - Illustrator II	31.19
13043 - Illustrator III	38.64
13047 - Librarian	34.54
13050 - Library Aide/Clerk	17.33
13054 - Library Information Technology Systems Administrator	28.79
Technology Systems Administrator	
13058 - Library Technician	22.40
13061 - Media Specialist I	21.84
13062 - Media Specialist II	24.44
13063 - Media Specialist III	27.24

13071 - Photographer I	18.66
13072 - Photographer II	22.77
13073 - Photographer III	28.56
13074 - Photographer IV	35.57
13075 - Photographer V	42.26
13090 - Technical Order Library	21.77
Clerk	
13110 - Video Teleconference	22.09
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.15
14042 - Computer Operator II	20.31
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	28.50
14071 - Computer Programmer I	(see 1) 27.07
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	18.15
Operator	
14160 - Personal Computer Support	25.73
Technician	
14170 - System Support Specialist	37.32
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	38.40
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	46.45
Instructor (Rated)	
15030 - Air Crew Training Devices	55.68
Instructor (Pilot)	
15050 - Computer Based Training	37.92
Specialist / Instructor	
15060 - Educational Technologist	39.63
15070 - Flight Instructor (Pilot)	55.68
15080 - Graphic Artist	25.71
15085 - Maintenance Test Pilot Fixed	55.68
Jet/Prop	
15086 - Maintenance Test Pilot	55.68
Rotary Wing	
15088 - Non-Maintenance Test/Co-	55.68
Pilot	
15090 - Technical Instructor	26.07
15095 - Technical Instructor/Course	31.89
Developer	
15110 - Test Proctor	21.05

15120 - Tutor	21.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.11
19040 - Tool And Die Maker	30.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.71
21030 - Material Coordinator	24.55
21040 - Material Expediter	24.55
21050 - Material Handling Laborer	15.15
21071 - Order Filler	14.42
21080 - Production Line Worker (Food Processing)	16.71
21110 - Shipping Packer	16.93
21130 - Shipping/Receiving Clerk	16.93
21140 - Store Worker I	15.79
21150 - Stock Clerk	19.04
21210 - Tools And Parts Attendant	16.71
21410 - Warehouse Specialist	16.71
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.65
23019 - Aircraft Logs and Records Technician	29.38
23021 - Aircraft Mechanic I	35.55
23022 - Aircraft Mechanic II	37.65
23023 - Aircraft Mechanic III	39.12
23040 - Aircraft Mechanic Helper	24.93
23050 - Aircraft Painter	33.48
23060 - Aircraft Servicer	29.38
23070 - Aircraft Survival Flight Equipment Technician	33.48
23080 - Aircraft Worker	31.46

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.55
23110 - Appliance Mechanic	26.03
23120 - Bicycle Repairer	21.29
23125 - Cable Splicer	38.64
23130 - Carpenter Maintenance	30.11
23140 - Carpet Layer	26.61
23160 - Electrician Maintenance	30.18
23181 - Electronics Technician Maintenance I	31.82
23182 - Electronics Technician Maintenance II	33.87
23183 - Electronics Technician Maintenance III	35.96
23260 - Fabric Worker	24.85
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	22.99
23311 - Fuel Distribution System Mechanic	34.86
23312 - Fuel Distribution System Operator	26.65
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	35.55
23381 - Ground Support Equipment Servicer	29.38
23382 - Ground Support Equipment Worker	31.46
23391 - Gunsmith I	21.53
23392 - Gunsmith II	26.61
23393 - Gunsmith III	30.06
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.25
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.13
23430 - Heavy Equipment Mechanic	31.44
23440 - Heavy Equipment Operator	36.19
23460 - Instrument Mechanic	31.52
23465 - Laboratory/Shelter Mechanic	28.31
23470 - Laborer	15.15
23510 - Locksmith	27.54
23530 - Machinery Maintenance Mechanic	31.69
23550 - Machinist Maintenance	24.78

23580 - Maintenance Trades Helper	16.03
23591 - Metrology Technician I	31.52
23592 - Metrology Technician II	33.38
23593 - Metrology Technician III	34.69
23640 - Millwright	30.06
23710 - Office Appliance Repairer	21.32
23760 - Painter Maintenance	21.05
23790 - Pipefitter Maintenance	29.26
23810 - Plumber Maintenance	27.56
23820 - Pneudraulic Systems Mechanic	30.06
23850 - Rigger	30.06
23870 - Scale Mechanic	26.61
23890 - Sheet-Metal Worker	26.59
Maintenance	
23910 - Small Engine Mechanic	24.75
23931 - Telecommunications Mechanic	31.55
I	
23932 - Telecommunications Mechanic	33.13
II	
23950 - Telephone Lineman	34.15
23960 - Welder Combination	21.93
Maintenance	
23965 - Well Driller	30.06
23970 - Woodcraft Worker	30.06
23980 - Woodworker	22.99
24000 - Personal Needs Occupations	
24550 - Case Manager	21.47
24570 - Child Care Attendant	16.32
24580 - Child Care Center Clerk	20.35
24610 - Chore Aide	14.23
24620 - Family Readiness And Support	21.47
Services	
Coordinator	
24630 - Homemaker	21.47
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	39.52
25040 - Sewage Plant Operator	32.80
25070 - Stationary Engineer	39.52
25190 - Ventilation Equipment Tender	27.71
25210 - Water Treatment Plant	32.80
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	36.58
27007 - Baggage Inspector	14.68
27008 - Corrections Officer	46.83
27010 - Court Security Officer	46.83
27030 - Detection Dog Handler	19.70
27040 - Detention Officer	46.83
27070 - Firefighter	46.83

27101 - Guard I	14.68
27102 - Guard II	19.70
27131 - Police Officer I	50.52
27132 - Police Officer II	56.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.81
28042 - Carnival Equipment Repairer	19.43
28043 - Carnival Worker	14.08
28210 - Gate Attendant/Gate Tender	17.85
28310 - Lifeguard	16.75
28350 - Park Attendant (Aide)	19.97
28510 - Recreation Aide/Health	14.57
Facility Attendant	
28515 - Recreation Specialist	24.73
28630 - Sports Official	15.89
28690 - Swimming Pool Operator	22.48
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	35.43
29020 - Hatch Tender	35.43
29030 - Line Handler	35.43
29041 - Stevedore I	35.31
29042 - Stevedore II	39.68
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	46.00
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.72
Specialist Station (HFO)	
30012 - Air Traffic Control	34.93
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	24.49
30022 - Archeological Technician II	27.39
30023 - Archeological Technician III	33.92
30030 - Cartographic Technician	34.33
30040 - Civil Engineering Technician	31.22
30051 - Cryogenic Technician I	32.23
30052 - Cryogenic Technician II	35.60
30061 - Drafter/CAD Operator I	24.49
30062 - Drafter/CAD Operator II	27.39
30063 - Drafter/CAD Operator III	30.35
30064 - Drafter/CAD Operator IV	37.58
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	29.16
30095 - Evidence Control Specialist	29.10
30210 - Laboratory Technician	24.99

30221 - Latent Fingerprint Technician I	43.97
30222 - Latent Fingerprint Technician II	48.57
30240 - Mathematical Technician	33.80
30361 - Paralegal/Legal Assistant I	22.61
30362 - Paralegal/Legal Assistant II	28.00
30363 - Paralegal/Legal Assistant III	34.26
30364 - Paralegal/Legal Assistant IV	41.45
30375 - Petroleum Supply Specialist	35.60
30390 - Photo-Optics Technician	30.73
30395 - Radiation Control Technician	35.60
30461 - Technical Writer I	29.52
30462 - Technical Writer II	36.11
30463 - Technical Writer III	43.69
30491 - Unexploded Ordnance (UXO) Technician I	29.24
30492 - Unexploded Ordnance (UXO) Technician II	35.37
30493 - Unexploded Ordnance (UXO) Technician III	42.40
30494 - Unexploded (UXO) Safety Escort	29.24
30495 - Unexploded (UXO) Sweep Personnel	29.24
30501 - Weather Forecaster I	32.23
30502 - Weather Forecaster II	39.20
30620 - Weather Observer Combined (see 2)	30.35
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	33.32
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.37
31020 - Bus Aide	15.80
31030 - Bus Driver	22.59
31043 - Driver Courier	15.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	16.10
31310 - Taxi Driver	15.86
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	18.18
31363 - Truckdriver Heavy	26.83
31364 - Truckdriver Tractor-Trailer	26.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.25
99030 - Cashier	13.45
99050 - Desk Clerk	14.25
99095 - Embalmer	29.24

99130 - Flight Follower	29.24
99251 - Laboratory Animal Caretaker	15.70
I	
99252 - Laboratory Animal Caretaker	17.12
II	
99260 - Marketing Analyst	35.57
99310 - Mortician	29.24
99410 - Pest Controller	24.12
99510 - Photofinishing Worker	18.08
99710 - Recycling Laborer	25.99
99711 - Recycling Specialist	31.77
99730 - Refuse Collector	23.12
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	17.69
99830 - Survey Party Chief	33.64
99831 - Surveying Aide	19.95
99832 - Surveying Technician	27.37
99840 - Vending Machine Attendant	20.97
99841 - Vending Machine Repairer	24.79
99842 - Vending Machine Repairer	20.97
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5627

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5627
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Shasta

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		29.29
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		14.38
01042 - Customer Service Representative II		16.16

01043 - Customer Service Representative III	17.63
01051 - Data Entry Operator I	15.96
01052 - Data Entry Operator II	17.42
01060 - Dispatcher Motor Vehicle	20.68
01070 - Document Preparation Clerk	14.79
01090 - Duplicating Machine Operator	14.79
01111 - General Clerk I	14.62
01112 - General Clerk II	15.94
01113 - General Clerk III	17.90
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	14.83
01191 - Order Clerk I	16.64
01192 - Order Clerk II	18.16
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	26.79
01290 - Rental Clerk	17.93
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	18.48
01410 - Supply Technician	29.29
01420 - Survey Worker	24.25
01460 - Switchboard Operator/Receptionist	15.54
01531 - Travel Clerk I	14.92
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.79
01612 - Word Processor II	16.61
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.33
Fiberglass	
05010 - Automotive Electrician	21.61
05040 - Automotive Glass Installer	20.26
05070 - Automotive Worker	20.26
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal	22.99
Mechanic	
05160 - Motor Equipment Metal Worker	20.26
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	16.87

05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.26
05310 - Painter Automotive	21.61
05340 - Radiator Repair Specialist	20.26
05370 - Tire Repairer	16.48
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	16.42
07042 - Cook II	18.95
07070 - Dishwasher	13.33
07130 - Food Service Worker	15.21
07210 - Meat Cutter	19.33
07260 - Waiter/Waitress	13.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.95
09040 - Furniture Handler	15.95
09080 - Furniture Refinisher	24.95
09090 - Furniture Refinisher Helper	19.04
09110 - Furniture Repairer Minor	21.92
09130 - Upholsterer	24.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.59
11060 - Elevator Operator	14.69
11090 - Gardener	19.03
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer Grounds Maintenance	14.75
11240 - Maid or Houseman	13.97
11260 - Pruner	13.31
11270 - Tractor Operator	17.60
11330 - Trail Maintenance Worker	14.75
11360 - Window Cleaner	15.49
12000 - Health Occupations	
12010 - Ambulance Driver	25.39
12011 - Breath Alcohol Technician	25.39
12012 - Certified Occupational Therapist Assistant	34.82
12015 - Certified Physical Therapist Assistant	29.98
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	44.71
12030 - EKG Technician	38.47
12035 - Electroneurodiagnostic Technologist	38.47

12040 - Emergency Medical Technician	25.39
12071 - Licensed Practical Nurse I	22.69
12072 - Licensed Practical Nurse II	25.39
12073 - Licensed Practical Nurse III	28.30
12100 - Medical Assistant	18.31
12130 - Medical Laboratory Technician	27.26
Technician	
12160 - Medical Record Clerk	23.33
12190 - Medical Record Technician	26.11
12195 - Medical Transcriptionist	23.09
12210 - Nuclear Medicine Technologist	55.78
Technologist	
12221 - Nursing Assistant I	12.94
12222 - Nursing Assistant II	14.54
12223 - Nursing Assistant III	15.86
12224 - Nursing Assistant IV	17.81
12235 - Optical Dispenser	20.88
12236 - Optical Technician	22.69
12250 - Pharmacy Technician	21.27
12280 - Phlebotomist	26.44
12305 - Radiologic Technologist	45.60
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II	49.98
Specialist	
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III	60.45
Anesthetist	
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	33.00
Testing)	
12320 - Substance Abuse Treatment Counselor	19.73
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	16.05
13054 - Library Information Technology Systems Administrator	25.79
Technology Systems Administrator	
13058 - Library Technician	17.11
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53

13071 - Photographer I	17.88
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56
13075 - Photographer V	39.20
13090 - Technical Order Library	16.73
Clerk	
13110 - Video Teleconference	20.53
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.94
14042 - Computer Operator II	20.08
14043 - Computer Operator III	22.38
14044 - Computer Operator IV	24.87
14045 - Computer Operator V	27.54
14071 - Computer Programmer I	(see 1) 25.40
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	17.94
Operator	
14160 - Personal Computer Support	24.87
Technician	
14170 - System Support Specialist	27.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.36
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.77
Instructor (Rated)	
15030 - Air Crew Training Devices	51.27
Instructor (Pilot)	
15050 - Computer Based Training	35.36
Specialist / Instructor	
15060 - Educational Technologist	40.02
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	24.56
15085 - Maintenance Test Pilot Fixed	42.47
Jet/Prop	
15086 - Maintenance Test Pilot	42.47
Rotary Wing	
15088 - Non-Maintenance Test/Co-	42.47
Pilot	
15090 - Technical Instructor	32.55
15095 - Technical Instructor/Course	40.23
Developer	
15110 - Test Proctor	26.55

15120 - Tutor	26.55
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	15.47
Apparel Laundry	
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)	29.51
19040 - Tool And Die Maker	37.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	26.79
21040 - Material Expediter	26.79
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	16.76
21130 - Shipping/Receiving Clerk	16.76
21140 - Store Worker I	14.73
21150 - Stock Clerk	19.07
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.79
23019 - Aircraft Logs and Records Technician	24.54
23021 - Aircraft Mechanic I	29.88
23022 - Aircraft Mechanic II	31.79
23023 - Aircraft Mechanic III	33.67
23040 - Aircraft Mechanic Helper	21.09
23050 - Aircraft Painter	28.09
23060 - Aircraft Servicer	24.54
23070 - Aircraft Survival Flight Equipment Technician	28.09
23080 - Aircraft Worker	26.33

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.88
23110 - Appliance Mechanic	29.51
23120 - Bicycle Repairer	23.96
23125 - Cable Splicer	37.82
23130 - Carpenter Maintenance	26.56
23140 - Carpet Layer	27.65
23160 - Electrician Maintenance	30.23
23181 - Electronics Technician Maintenance I	27.65
23182 - Electronics Technician Maintenance II	29.51
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	25.77
23290 - Fire Alarm System Mechanic	28.50
23310 - Fire Extinguisher Repairer	23.96
23311 - Fuel Distribution System Mechanic	31.39
23312 - Fuel Distribution System Operator	23.96
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	29.88
23381 - Ground Support Equipment Servicer	24.54
23382 - Ground Support Equipment Worker	26.33
23391 - Gunsmith I	23.96
23392 - Gunsmith II	27.65
23393 - Gunsmith III	31.39
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.10
23430 - Heavy Equipment Mechanic	31.46
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	31.39
23465 - Laboratory/Shelter Mechanic	29.51
23470 - Laborer	15.13
23510 - Locksmith	29.51
23530 - Machinery Maintenance Mechanic	28.80
23550 - Machinist Maintenance	25.41

23580 - Maintenance Trades Helper	19.15
23591 - Metrology Technician I	31.39
23592 - Metrology Technician II	33.40
23593 - Metrology Technician III	35.37
23640 - Millwright	31.39
23710 - Office Appliance Repairer	20.46
23760 - Painter Maintenance	26.76
23790 - Pipefitter Maintenance	30.81
23810 - Plumber Maintenance	28.96
23820 - Pneudraulic Systems Mechanic	31.39
23850 - Rigger	31.39
23870 - Scale Mechanic	27.65
23890 - Sheet-Metal Worker	29.65
Maintenance	
23910 - Small Engine Mechanic	27.65
23931 - Telecommunications Mechanic	29.65
I	
23932 - Telecommunications Mechanic	31.38
II	
23950 - Telephone Lineman	40.88
23960 - Welder Combination	24.90
Maintenance	
23965 - Well Driller	31.39
23970 - Woodcraft Worker	31.39
23980 - Woodworker	23.96
24000 - Personal Needs Occupations	
24550 - Case Manager	18.07
24570 - Child Care Attendant	13.68
24580 - Child Care Center Clerk	17.07
24610 - Chore Aide	13.09
24620 - Family Readiness And Support	18.07
Services	
Coordinator	
24630 - Homemaker	18.38
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.39
25040 - Sewage Plant Operator	33.84
25070 - Stationary Engineer	31.39
25190 - Ventilation Equipment Tender	22.16
25210 - Water Treatment Plant	33.84
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.50
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	28.86
27010 - Court Security Officer	28.86
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	28.86
27070 - Firefighter	28.86

27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	51.87
27132 - Police Officer II	57.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.67
28042 - Carnival Equipment Repairer	19.11
28043 - Carnival Worker	13.34
28210 - Gate Attendant/Gate Tender	16.53
28310 - Lifeguard	14.73
28350 - Park Attendant (Aide)	18.49
28510 - Recreation Aide/Health	13.50
Facility Attendant	
28515 - Recreation Specialist	22.92
28630 - Sports Official	14.73
28690 - Swimming Pool Operator	22.05
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	34.99
30051 - Cryogenic Technician I	28.27
30052 - Cryogenic Technician II	31.23
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30095 - Evidence Control Specialist	25.52
30210 - Laboratory Technician	22.97

30221 - Latent Fingerprint Technician I	27.96
30222 - Latent Fingerprint Technician II	30.88
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	31.23
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	31.23
30461 - Technical Writer I	25.80
30462 - Technical Writer II	31.55
30463 - Technical Writer III	38.18
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	31.19
30502 - Weather Forecaster II	37.94
30620 - Weather Observer Combined (see 2)	25.34
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.45
31030 - Bus Driver	20.45
31043 - Driver Courier	15.95
31260 - Parking and Lot Attendant	13.28
31290 - Shuttle Bus Driver	17.93
31310 - Taxi Driver	15.40
31361 - Truckdriver Light	17.25
31362 - Truckdriver Medium	18.55
31363 - Truckdriver Heavy	23.98
31364 - Truckdriver Tractor-Trailer	23.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.19
99050 - Desk Clerk	13.18
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.36
I	
99252 - Laboratory Animal Caretaker	16.61
II	
99260 - Marketing Analyst	31.92
99310 - Mortician	25.60
99410 - Pest Controller	24.18
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	29.03
99711 - Recycling Specialist	34.68
99730 - Refuse Collector	26.22
99810 - Sales Clerk	14.56
99820 - School Crossing Guard	17.09
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.79
99841 - Vending Machine Repairer	25.95
99842 - Vending Machine Repairer	20.79
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5629

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.: 2015-5629
Revision No.: 17
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Riverside San Bernardino

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.92
01012 - Accounting Clerk II		19.00
01013 - Accounting Clerk III		21.25
01020 - Administrative Assistant		31.57
01035 - Court Reporter		35.30
01041 - Customer Service Representative I		14.82
01042 - Customer Service Representative II		16.25

01043 - Customer Service Representative III	18.17
01051 - Data Entry Operator I	15.39
01052 - Data Entry Operator II	16.79
01060 - Dispatcher Motor Vehicle	22.41
01070 - Document Preparation Clerk	18.83
01090 - Duplicating Machine Operator	18.83
01111 - General Clerk I	14.45
01112 - General Clerk II	15.77
01113 - General Clerk III	17.71
01120 - Housing Referral Assistant	23.13
01141 - Messenger Courier	15.65
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	16.82
01300 - Scheduler Maintenance	18.56
01311 - Secretary I	18.56
01312 - Secretary II	20.75
01313 - Secretary III	23.12
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	31.57
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.94
01531 - Travel Clerk I	17.56
01532 - Travel Clerk II	18.61
01533 - Travel Clerk III	19.77
01611 - Word Processor I	17.51
01612 - Word Processor II	19.67
01613 - Word Processor III	21.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.65
Fiberglass	
05010 - Automotive Electrician	24.40
05040 - Automotive Glass Installer	22.92
05070 - Automotive Worker	22.92
05110 - Mobile Equipment Servicer	21.08
05130 - Motor Equipment Metal	23.56
Mechanic	
05160 - Motor Equipment Metal Worker	22.92
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	20.22

05250 - Motor Vehicle Upholstery Worker	22.44
05280 - Motor Vehicle Wrecker	22.92
05310 - Painter Automotive	24.40
05340 - Radiator Repair Specialist	22.92
05370 - Tire Repairer	14.70
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.80
07041 - Cook I	16.29
07042 - Cook II	19.07
07070 - Dishwasher	13.24
07130 - Food Service Worker	13.99
07210 - Meat Cutter	18.88
07260 - Waiter/Waitress	13.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer Minor	17.40
09130 - Upholsterer	19.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.44
11060 - Elevator Operator	16.32
11090 - Gardener	20.18
11122 - Housekeeping Aide	16.32
11150 - Janitor	16.32
11210 - Laborer Grounds Maintenance	15.07
11240 - Maid or Houseman	14.43
11260 - Pruner	14.38
11270 - Tractor Operator	18.39
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	17.10
12000 - Health Occupations	
12010 - Ambulance Driver	18.83
12011 - Breath Alcohol Technician	25.82
12012 - Certified Occupational Therapist Assistant	35.16
12015 - Certified Physical Therapist Assistant	35.04
12020 - Dental Assistant	18.69
12025 - Dental Hygienist	47.78
12030 - EKG Technician	33.50
12035 - Electroneurodiagnostic Technologist	33.50

12040 - Emergency Medical Technician	18.83
12071 - Licensed Practical Nurse I	23.09
12072 - Licensed Practical Nurse II	25.82
12073 - Licensed Practical Nurse III	28.78
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	25.51
Technician	
12160 - Medical Record Clerk	20.04
12190 - Medical Record Technician	22.42
12195 - Medical Transcriptionist	22.89
12210 - Nuclear Medicine Technologist	54.73
Technologist	
12221 - Nursing Assistant I	13.30
12222 - Nursing Assistant II	14.95
12223 - Nursing Assistant III	16.31
12224 - Nursing Assistant IV	18.32
12235 - Optical Dispenser	18.44
12236 - Optical Technician	20.25
12250 - Pharmacy Technician	18.71
12280 - Phlebotomist	21.82
12305 - Radiologic Technologist	40.38
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II	38.49
Specialist	
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III	48.20
Anesthetist	
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	31.99
Testing)	
12320 - Substance Abuse Treatment Counselor	25.61
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.89
13012 - Exhibits Specialist II	29.60
13013 - Exhibits Specialist III	36.38
13041 - Illustrator I	28.69
13042 - Illustrator II	35.54
13043 - Illustrator III	43.47
13047 - Librarian	36.32
13050 - Library Aide/Clerk	16.94
13054 - Library Information Technology Systems Administrator	32.80
Technology Systems Administrator	
13058 - Library Technician	22.40
13061 - Media Specialist I	23.67
13062 - Media Specialist II	26.48
13063 - Media Specialist III	29.52

13071 - Photographer I	18.74
13072 - Photographer II	20.96
13073 - Photographer III	25.97
13074 - Photographer IV	32.91
13075 - Photographer V	39.80
13090 - Technical Order Library	21.28
Clerk	
13110 - Video Teleconference	22.21
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.60
14042 - Computer Operator II	21.92
14043 - Computer Operator III	25.04
14044 - Computer Operator IV	27.83
14045 - Computer Operator V	30.82
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	19.60
Operator	
14160 - Personal Computer Support	27.83
Technician	
14170 - System Support Specialist	30.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	34.73
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.03
Instructor (Rated)	
15030 - Air Crew Training Devices	50.37
Instructor (Pilot)	
15050 - Computer Based Training	34.73
Specialist / Instructor	
15060 - Educational Technologist	53.91
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	22.59
15085 - Maintenance Test Pilot Fixed	50.15
Jet/Prop	
15086 - Maintenance Test Pilot	50.15
Rotary Wing	
15088 - Non-Maintenance Test/Co-	50.15
Pilot	
15090 - Technical Instructor	25.33
15095 - Technical Instructor/Course	30.98
Developer	
15110 - Test Proctor	20.44

15120 - Tutor	20.44
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.26
19040 - Tool And Die Maker	26.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	23.03
21040 - Material Expediter	23.03
21050 - Material Handling Laborer	16.24
21071 - Order Filler	15.35
21080 - Production Line Worker (Food Processing)	18.38
21110 - Shipping Packer	16.88
21130 - Shipping/Receiving Clerk	16.88
21140 - Store Worker I	15.18
21150 - Stock Clerk	18.38
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.66
23019 - Aircraft Logs and Records Technician	28.66
23021 - Aircraft Mechanic I	34.92
23022 - Aircraft Mechanic II	36.66
23023 - Aircraft Mechanic III	38.05
23040 - Aircraft Mechanic Helper	24.01
23050 - Aircraft Painter	33.03
23060 - Aircraft Servicer	28.66
23070 - Aircraft Survival Flight Equipment Technician	33.03
23080 - Aircraft Worker	30.86

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.92
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	14.88
23125 - Cable Splicer	41.84
23130 - Carpenter Maintenance	27.67
23140 - Carpet Layer	25.73
23160 - Electrician Maintenance	29.81
23181 - Electronics Technician Maintenance I	30.02
23182 - Electronics Technician Maintenance II	32.13
23183 - Electronics Technician Maintenance III	33.97
23260 - Fabric Worker	24.09
23290 - Fire Alarm System Mechanic	25.51
23310 - Fire Extinguisher Repairer	22.39
23311 - Fuel Distribution System Mechanic	35.68
23312 - Fuel Distribution System Operator	26.92
23370 - General Maintenance Worker	21.64
23380 - Ground Support Equipment Mechanic	34.92
23381 - Ground Support Equipment Servicer	28.66
23382 - Ground Support Equipment Worker	30.86
23391 - Gunsmith I	22.39
23392 - Gunsmith II	26.33
23393 - Gunsmith III	29.35
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.42
23430 - Heavy Equipment Mechanic	30.73
23440 - Heavy Equipment Operator	39.51
23460 - Instrument Mechanic	34.22
23465 - Laboratory/Shelter Mechanic	28.19
23470 - Laborer	15.51
23510 - Locksmith	27.12
23530 - Machinery Maintenance Mechanic	30.92
23550 - Machinist Maintenance	24.78

23580 - Maintenance Trades Helper	15.56
23591 - Metrology Technician I	34.22
23592 - Metrology Technician II	35.92
23593 - Metrology Technician III	37.29
23640 - Millwright	32.96
23710 - Office Appliance Repairer	20.06
23760 - Painter Maintenance	21.07
23790 - Pipefitter Maintenance	28.70
23810 - Plumber Maintenance	27.15
23820 - Pneudraulic Systems Mechanic	29.35
23850 - Rigger	28.69
23870 - Scale Mechanic	26.33
23890 - Sheet-Metal Worker	28.42
Maintenance	
23910 - Small Engine Mechanic	20.13
23931 - Telecommunications Mechanic	27.89
I	
23932 - Telecommunications Mechanic	31.30
II	
23950 - Telephone Lineman	28.02
23960 - Welder Combination	19.55
Maintenance	
23965 - Well Driller	37.50
23970 - Woodcraft Worker	29.35
23980 - Woodworker	22.15
24000 - Personal Needs Occupations	
24550 - Case Manager	18.65
24570 - Child Care Attendant	14.36
24580 - Child Care Center Clerk	18.04
24610 - Chore Aide	13.31
24620 - Family Readiness And Support	18.65
Services	
Coordinator	
24630 - Homemaker	18.65
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	36.29
25040 - Sewage Plant Operator	34.30
25070 - Stationary Engineer	36.29
25190 - Ventilation Equipment Tender	24.96
25210 - Water Treatment Plant	34.30
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.26
27007 - Baggage Inspector	15.04
27008 - Corrections Officer	41.01
27010 - Court Security Officer	36.68
27030 - Detection Dog Handler	16.82
27040 - Detention Officer	41.01
27070 - Firefighter	32.35

27101 - Guard I	15.04
27102 - Guard II	16.82
27131 - Police Officer I	45.27
27132 - Police Officer II	50.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.63
28042 - Carnival Equipment Repairer	19.35
28043 - Carnival Worker	13.41
28210 - Gate Attendant/Gate Tender	17.26
28310 - Lifeguard	14.25
28350 - Park Attendant (Aide)	19.30
28510 - Recreation Aide/Health	14.08
Facility Attendant	
28515 - Recreation Specialist	23.91
28630 - Sports Official	15.36
28690 - Swimming Pool Operator	22.65
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.06
29020 - Hatch Tender	28.06
29030 - Line Handler	28.06
29041 - Stevedore I	26.07
29042 - Stevedore II	30.06
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	46.00
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.72
Specialist Station (HFO)	
30012 - Air Traffic Control	34.93
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	24.64
30022 - Archeological Technician II	27.72
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	30.51
30051 - Cryogenic Technician I	31.09
30052 - Cryogenic Technician II	34.34
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	28.08
30210 - Laboratory Technician	23.86

30221 - Latent Fingerprint Technician I	32.94
30222 - Latent Fingerprint Technician II	36.38
30240 - Mathematical Technician	41.04
30361 - Paralegal/Legal Assistant I	22.32
30362 - Paralegal/Legal Assistant II	27.64
30363 - Paralegal/Legal Assistant III	33.81
30364 - Paralegal/Legal Assistant IV	40.90
30375 - Petroleum Supply Specialist	34.34
30390 - Photo-Optics Technician	33.63
30395 - Radiation Control Technician	34.34
30461 - Technical Writer I	26.69
30462 - Technical Writer II	32.64
30463 - Technical Writer III	39.50
30491 - Unexploded Ordnance (UXO) Technician I	29.24
30492 - Unexploded Ordnance (UXO) Technician II	35.37
30493 - Unexploded Ordnance (UXO) Technician III	42.40
30494 - Unexploded (UXO) Safety Escort	29.24
30495 - Unexploded (UXO) Sweep Personnel	29.24
30501 - Weather Forecaster I	31.09
30502 - Weather Forecaster II	37.83
30620 - Weather Observer Combined (see 2)	30.79
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	32.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.37
31020 - Bus Aide	15.02
31030 - Bus Driver	21.87
31043 - Driver Courier	18.78
31260 - Parking and Lot Attendant	13.93
31290 - Shuttle Bus Driver	18.74
31310 - Taxi Driver	14.93
31361 - Truckdriver Light	20.61
31362 - Truckdriver Medium	23.07
31363 - Truckdriver Heavy	24.22
31364 - Truckdriver Tractor-Trailer	24.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.25
99030 - Cashier	13.50
99050 - Desk Clerk	14.29
99095 - Embalmer	33.96

99130 - Flight Follower	29.24
99251 - Laboratory Animal Caretaker	16.48
I	
99252 - Laboratory Animal Caretaker	18.08
II	
99260 - Marketing Analyst	26.90
99310 - Mortician	33.96
99410 - Pest Controller	22.07
99510 - Photofinishing Worker	18.27
99710 - Recycling Laborer	29.73
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	26.30
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	16.11
99830 - Survey Party Chief	42.35
99831 - Surveying Aide	22.38
99832 - Surveying Technician	30.61
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	18.52
99842 - Vending Machine Repairer	14.42
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5631

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.: 2015-5631
Revision No.: 15
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of El Dorado Placer Sacramento Yolo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.50
01012 - Accounting Clerk II		19.68
01013 - Accounting Clerk III		21.99
01020 - Administrative Assistant		31.09
01035 - Court Reporter		33.77
01041 - Customer Service Representative I		15.31
01042 - Customer Service Representative II		16.70

01043 - Customer Service Representative III	18.75
01051 - Data Entry Operator I	17.04
01052 - Data Entry Operator II	18.59
01060 - Dispatcher Motor Vehicle	21.70
01070 - Document Preparation Clerk	21.25
01090 - Duplicating Machine Operator	21.25
01111 - General Clerk I	15.60
01112 - General Clerk II	17.02
01113 - General Clerk III	19.11
01120 - Housing Referral Assistant	22.40
01141 - Messenger Courier	17.52
01191 - Order Clerk I	20.05
01192 - Order Clerk II	21.87
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.89
01263 - Personnel Assistant (Employment) III	22.17
01270 - Production Control Clerk	24.46
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.98
01311 - Secretary I	17.98
01312 - Secretary II	20.10
01313 - Secretary III	22.40
01320 - Service Order Dispatcher	19.41
01410 - Supply Technician	31.09
01420 - Survey Worker	25.35
01460 - Switchboard Operator/Receptionist	16.42
01531 - Travel Clerk I	20.32
01532 - Travel Clerk II	21.87
01533 - Travel Clerk III	23.51
01611 - Word Processor I	17.12
01612 - Word Processor II	19.21
01613 - Word Processor III	21.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.99
Fiberglass	
05010 - Automotive Electrician	24.67
05040 - Automotive Glass Installer	23.15
05070 - Automotive Worker	23.15
05110 - Mobile Equipment Servicer	20.13
05130 - Motor Equipment Metal	26.18
Mechanic	
05160 - Motor Equipment Metal Worker	23.15
05190 - Motor Vehicle Mechanic	26.18
05220 - Motor Vehicle Mechanic Helper	18.62

05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	23.15
05310 - Painter Automotive	24.67
05340 - Radiator Repair Specialist	23.15
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	26.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	16.85
07042 - Cook II	19.37
07070 - Dishwasher	13.02
07130 - Food Service Worker	13.64
07210 - Meat Cutter	19.39
07260 - Waiter/Waitress	13.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.60
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer Minor	16.47
09130 - Upholsterer	18.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.27
11060 - Elevator Operator	16.19
11090 - Gardener	23.66
11122 - Housekeeping Aide	16.19
11150 - Janitor	16.19
11210 - Laborer Grounds Maintenance	18.27
11240 - Maid or Houseman	15.15
11260 - Pruner	16.53
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.27
11360 - Window Cleaner	17.89
12000 - Health Occupations	
12010 - Ambulance Driver	27.05
12011 - Breath Alcohol Technician	26.24
12012 - Certified Occupational Therapist Assistant	41.70
12015 - Certified Physical Therapist Assistant	37.80
12020 - Dental Assistant	21.96
12025 - Dental Hygienist	49.64
12030 - EKG Technician	39.13
12035 - Electroneurodiagnostic Technologist	39.13

12040 - Emergency Medical Technician	27.05
12071 - Licensed Practical Nurse I	23.47
12072 - Licensed Practical Nurse II	26.24
12073 - Licensed Practical Nurse III	29.25
12100 - Medical Assistant	21.08
12130 - Medical Laboratory Technician	32.99
Technician	
12160 - Medical Record Clerk	25.43
12190 - Medical Record Technician	28.44
12195 - Medical Transcriptionist	23.22
12210 - Nuclear Medicine Technologist	66.26
Technologist	
12221 - Nursing Assistant I	13.47
12222 - Nursing Assistant II	15.14
12223 - Nursing Assistant III	16.52
12224 - Nursing Assistant IV	18.56
12235 - Optical Dispenser	20.98
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	22.20
12280 - Phlebotomist	23.62
12305 - Radiologic Technologist	52.30
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II	49.98
Specialist	
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III	60.45
Anesthetist	
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	33.51
Testing)	
12320 - Substance Abuse Treatment Counselor	22.46
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	25.97
13012 - Exhibits Specialist II	32.17
13013 - Exhibits Specialist III	40.61
13041 - Illustrator I	27.79
13042 - Illustrator II	34.41
13043 - Illustrator III	42.09
13047 - Librarian	38.11
13050 - Library Aide/Clerk	17.66
13054 - Library Information Technology Systems Administrator	34.41
Technology Systems Administrator	
13058 - Library Technician	22.69
13061 - Media Specialist I	24.84
13062 - Media Specialist II	27.78
13063 - Media Specialist III	30.96

13071 - Photographer I	20.04
13072 - Photographer II	22.43
13073 - Photographer III	27.79
13074 - Photographer IV	33.99
13075 - Photographer V	41.13
13090 - Technical Order Library	21.36
Clerk	
13110 - Video Teleconference	24.77
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.25
14042 - Computer Operator II	21.54
14043 - Computer Operator III	24.00
14044 - Computer Operator IV	26.68
14045 - Computer Operator V	29.55
14071 - Computer Programmer I	(see 1) 23.09
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	19.25
Operator	
14160 - Personal Computer Support	26.68
Technician	
14170 - System Support Specialist	37.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.36
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.77
Instructor (Rated)	
15030 - Air Crew Training Devices	51.27
Instructor (Pilot)	
15050 - Computer Based Training	35.36
Specialist / Instructor	
15060 - Educational Technologist	43.58
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	27.15
15085 - Maintenance Test Pilot Fixed	50.37
Jet/Prop	
15086 - Maintenance Test Pilot	50.37
Rotary Wing	
15088 - Non-Maintenance Test/Co-	50.37
Pilot	
15090 - Technical Instructor	30.17
15095 - Technical Instructor/Course	36.90
Developer	
15110 - Test Proctor	24.35

15120 - Tutor	24.35
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	15.47
Apparel Laundry	
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)	24.06
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.23
21030 - Material Coordinator	24.46
21040 - Material Expediter	24.46
21050 - Material Handling Laborer	16.72
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.23
21110 - Shipping Packer	17.54
21130 - Shipping/Receiving Clerk	17.54
21140 - Store Worker I	14.73
21150 - Stock Clerk	19.78
21210 - Tools And Parts Attendant	19.23
21410 - Warehouse Specialist	19.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.77
23019 - Aircraft Logs and Records Technician	28.73
23021 - Aircraft Mechanic I	34.79
23022 - Aircraft Mechanic II	36.77
23023 - Aircraft Mechanic III	38.80
23040 - Aircraft Mechanic Helper	24.73
23050 - Aircraft Painter	32.77
23060 - Aircraft Servicer	28.73
23070 - Aircraft Survival Flight Equipment Technician	32.77
23080 - Aircraft Worker	30.75

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.79
23110 - Appliance Mechanic	24.86
23120 - Bicycle Repairer	19.94
23125 - Cable Splicer	41.60
23130 - Carpenter Maintenance	26.47
23140 - Carpet Layer	23.93
23160 - Electrician Maintenance	31.50
23181 - Electronics Technician Maintenance I	30.81
23182 - Electronics Technician Maintenance II	32.83
23183 - Electronics Technician Maintenance III	34.86
23260 - Fabric Worker	25.85
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	24.06
23311 - Fuel Distribution System Mechanic	32.89
23312 - Fuel Distribution System Operator	25.28
23370 - General Maintenance Worker	21.72
23380 - Ground Support Equipment Mechanic	34.79
23381 - Ground Support Equipment Servicer	28.73
23382 - Ground Support Equipment Worker	30.75
23391 - Gunsmith I	24.06
23392 - Gunsmith II	27.67
23393 - Gunsmith III	31.29
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.59
23430 - Heavy Equipment Mechanic	30.55
23440 - Heavy Equipment Operator	33.30
23460 - Instrument Mechanic	37.19
23465 - Laboratory/Shelter Mechanic	29.49
23470 - Laborer	16.64
23510 - Locksmith	24.92
23530 - Machinery Maintenance Mechanic	31.99
23550 - Machinist Maintenance	22.74

23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	37.19
23592 - Metrology Technician II	39.31
23593 - Metrology Technician III	41.48
23640 - Millwright	37.91
23710 - Office Appliance Repairer	22.99
23760 - Painter Maintenance	22.73
23790 - Pipefitter Maintenance	29.50
23810 - Plumber Maintenance	27.80
23820 - Pneudraulic Systems Mechanic	31.29
23850 - Rigger	31.29
23870 - Scale Mechanic	27.67
23890 - Sheet-Metal Worker	31.56
Maintenance	
23910 - Small Engine Mechanic	22.14
23931 - Telecommunications Mechanic	31.22
I	
23932 - Telecommunications Mechanic	33.00
II	
23950 - Telephone Lineman	27.92
23960 - Welder Combination	23.10
Maintenance	
23965 - Well Driller	30.17
23970 - Woodcraft Worker	31.29
23980 - Woodworker	24.06
24000 - Personal Needs Occupations	
24550 - Case Manager	22.43
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.59
24610 - Chore Aide	13.65
24620 - Family Readiness And Support	22.43
Services	
Coordinator	
24630 - Homemaker	22.43
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.32
25040 - Sewage Plant Operator	36.47
25070 - Stationary Engineer	38.32
25190 - Ventilation Equipment Tender	27.26
25210 - Water Treatment Plant	36.47
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	33.38
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	38.99
27010 - Court Security Officer	37.26
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	38.99
27070 - Firefighter	35.32

27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	43.82
27132 - Police Officer II	48.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.93
28042 - Carnival Equipment Repairer	19.39
28043 - Carnival Worker	13.55
28210 - Gate Attendant/Gate Tender	16.99
28310 - Lifeguard	14.92
28350 - Park Attendant (Aide)	19.01
28510 - Recreation Aide/Health	13.88
Facility Attendant	
28515 - Recreation Specialist	23.56
28630 - Sports Official	15.15
28690 - Swimming Pool Operator	22.30
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	34.23
29020 - Hatch Tender	34.23
29030 - Line Handler	34.23
29041 - Stevedore I	31.99
29042 - Stevedore II	36.49
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 43.90
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 30.27
Specialist Station (HFO)	
30012 - Air Traffic Control	33.34
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.84
30022 - Archeological Technician II	24.43
30023 - Archeological Technician III	30.27
30030 - Cartographic Technician	30.27
30040 - Civil Engineering Technician	33.72
30051 - Cryogenic Technician I	33.52
30052 - Cryogenic Technician II	37.02
30061 - Drafter/CAD Operator I	21.84
30062 - Drafter/CAD Operator II	24.43
30063 - Drafter/CAD Operator III	27.24
30064 - Drafter/CAD Operator IV	33.52
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	24.96
30095 - Evidence Control Specialist	30.27
30210 - Laboratory Technician	23.61

30221 - Latent Fingerprint Technician I	39.48
30222 - Latent Fingerprint Technician II	43.60
30240 - Mathematical Technician	36.63
30361 - Paralegal/Legal Assistant I	20.81
30362 - Paralegal/Legal Assistant II	25.99
30363 - Paralegal/Legal Assistant III	31.79
30364 - Paralegal/Legal Assistant IV	38.47
30375 - Petroleum Supply Specialist	37.02
30390 - Photo-Optics Technician	30.27
30395 - Radiation Control Technician	37.02
30461 - Technical Writer I	26.47
30462 - Technical Writer II	32.38
30463 - Technical Writer III	39.18
30491 - Unexploded Ordnance (UXO) Technician I	27.90
30492 - Unexploded Ordnance (UXO) Technician II	33.76
30493 - Unexploded Ordnance (UXO) Technician III	40.47
30494 - Unexploded (UXO) Safety Escort	27.90
30495 - Unexploded (UXO) Sweep Personnel	27.90
30501 - Weather Forecaster I	33.52
30502 - Weather Forecaster II	40.77
30620 - Weather Observer Combined (see 2)	27.24
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	30.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.76
31020 - Bus Aide	17.14
31030 - Bus Driver	23.85
31043 - Driver Courier	16.15
31260 - Parking and Lot Attendant	13.65
31290 - Shuttle Bus Driver	17.17
31310 - Taxi Driver	15.40
31361 - Truckdriver Light	17.46
31362 - Truckdriver Medium	18.76
31363 - Truckdriver Heavy	24.90
31364 - Truckdriver Tractor-Trailer	24.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.46
99030 - Cashier	14.04
99050 - Desk Clerk	13.50
99095 - Embalmer	27.63

99130 - Flight Follower	27.90
99251 - Laboratory Animal Caretaker	16.37
I	
99252 - Laboratory Animal Caretaker	17.70
II	
99260 - Marketing Analyst	33.35
99310 - Mortician	27.63
99410 - Pest Controller	18.40
99510 - Photofinishing Worker	16.69
99710 - Recycling Laborer	26.57
99711 - Recycling Specialist	31.83
99730 - Refuse Collector	24.06
99810 - Sales Clerk	14.09
99820 - School Crossing Guard	18.74
99830 - Survey Party Chief	52.54
99831 - Surveying Aide	28.52
99832 - Surveying Technician	39.16
99840 - Vending Machine Attendant	17.00
99841 - Vending Machine Repairer	21.13
99842 - Vending Machine Repairer	17.00
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5633

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5633
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Monterey

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		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	33.12
Fiberglass	
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	25.76
Mechanic	
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
Technician	
12160 - Medical Record Clerk	24.60
12190 - Medical Record Technician	27.53
12195 - Medical Transcriptionist	25.65
12210 - Nuclear Medicine Technologist	57.97
Technologist	
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	45.73
Specialist	
12314 - Registered Nurse III	56.13
12315 - Registered Nurse III	56.13
Anesthetist	
12316 - Registered Nurse IV	66.32
12317 - Scheduler (Drug and Alcohol Testing)	35.45
Testing)	
12320 - Substance Abuse Treatment Counselor	23.45
Counselor	
13000 - Information And Arts Occupations	
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
Technology Systems Administrator	
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	23.53
Clerk	
13110 - Video Teleconference	24.03
Technician	
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	19.67
Operator	
14160 - Personal Computer Support	28.12
Technician	
14170 - System Support Specialist	32.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	33.68
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	40.74
Instructor (Rated)	
15030 - Air Crew Training Devices	48.85
Instructor (Pilot)	
15050 - Computer Based Training	33.68
Specialist / Instructor	
15060 - Educational Technologist	39.67
15070 - Flight Instructor (Pilot)	48.85
15080 - Graphic Artist	26.61
15085 - Maintenance Test Pilot Fixed	48.85
Jet/Prop	
15086 - Maintenance Test Pilot	48.85
Rotary Wing	
15088 - Non-Maintenance Test/Co-	48.85
Pilot	
15090 - Technical Instructor	31.36
15095 - Technical Instructor/Course	38.36
Developer	
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	17.89
Apparel Laundry	
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 I	28.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.97
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	39.04
Maintenance	
23910 - Small Engine Mechanic	25.40
23931 - Telecommunications Mechanic	35.02
I	
23932 - Telecommunications Mechanic	36.63
II	
23950 - Telephone Lineman	35.70
23960 - Welder Combination	25.17
Maintenance	
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	19.09
Services	
Coordinator	
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	38.38
Operator	
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	14.59
Facility Attendant	
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 (see 2)	49.14
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
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 (see 2)	27.21
Upper Air Or 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	16.13
I	
99252 - Laboratory Animal Caretaker	17.11
II	
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	22.91
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5635

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5635
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of San Diego

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.24
01012 - Accounting Clerk II		20.47
01013 - Accounting Clerk III		22.91
01020 - Administrative Assistant		32.62
01035 - Court Reporter		30.88
01041 - Customer Service Representative I		15.46
01042 - Customer Service Representative II		16.88

01043 - Customer Service Representative III	18.94
01051 - Data Entry Operator I	15.87
01052 - Data Entry Operator II	17.32
01060 - Dispatcher Motor Vehicle	22.14
01070 - Document Preparation Clerk	18.35
01090 - Duplicating Machine Operator	18.35
01111 - General Clerk I	15.15
01112 - General Clerk II	16.54
01113 - General Clerk III	18.57
01120 - Housing Referral Assistant	22.49
01141 - Messenger Courier	16.52
01191 - Order Clerk I	17.13
01192 - Order Clerk II	18.68
01261 - Personnel Assistant (Employment) I	18.29
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	23.10
01270 - Production Control Clerk	26.00
01290 - Rental Clerk	16.09
01300 - Scheduler Maintenance	18.04
01311 - Secretary I	18.04
01312 - Secretary II	20.18
01313 - Secretary III	22.49
01320 - Service Order Dispatcher	19.78
01410 - Supply Technician	32.62
01420 - Survey Worker	19.16
01460 - Switchboard Operator/Receptionist	16.48
01531 - Travel Clerk I	18.86
01532 - Travel Clerk II	20.59
01533 - Travel Clerk III	22.61
01611 - Word Processor I	17.07
01612 - Word Processor II	19.16
01613 - Word Processor III	21.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.66
Fiberglass	
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal	23.39
Mechanic	
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	23.39
05220 - Motor Vehicle Mechanic Helper	18.60

05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.81
05400 - Transmission Repair Specialist	23.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.14
07041 - Cook I	17.53
07042 - Cook II	19.93
07070 - Dishwasher	13.02
07130 - Food Service Worker	14.85
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	13.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.65
09040 - Furniture Handler	15.11
09080 - Furniture Refinisher	21.93
09090 - Furniture Refinisher Helper	17.69
09110 - Furniture Repairer Minor	20.29
09130 - Upholsterer	21.93
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.44
11060 - Elevator Operator	16.52
11090 - Gardener	19.22
11122 - Housekeeping Aide	16.52
11150 - Janitor	16.52
11210 - Laborer Grounds Maintenance	15.29
11240 - Maid or Houseman	14.78
11260 - Pruner	13.93
11270 - Tractor Operator	17.90
11330 - Trail Maintenance Worker	15.29
11360 - Window Cleaner	18.13
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	26.93
12012 - Certified Occupational Therapist Assistant	35.43
12015 - Certified Physical Therapist Assistant	34.67
12020 - Dental Assistant	21.55
12025 - Dental Hygienist	51.32
12030 - EKG Technician	38.32
12035 - Electroneurodiagnostic Technologist	38.32

12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	25.10
12072 - Licensed Practical Nurse II	28.09
12073 - Licensed Practical Nurse III	31.31
12100 - Medical Assistant	18.92
12130 - Medical Laboratory Technician	29.05
Technician	
12160 - Medical Record Clerk	20.33
12190 - Medical Record Technician	22.74
12195 - Medical Transcriptionist	26.28
12210 - Nuclear Medicine Technologist	60.28
Technologist	
12221 - Nursing Assistant I	13.11
12222 - Nursing Assistant II	14.75
12223 - Nursing Assistant III	16.09
12224 - Nursing Assistant IV	18.06
12235 - Optical Dispenser	23.59
12236 - Optical Technician	19.36
12250 - Pharmacy Technician	20.97
12280 - Phlebotomist	25.41
12305 - Radiologic Technologist	43.34
12311 - Registered Nurse I	30.50
12312 - Registered Nurse II	37.29
12313 - Registered Nurse II	37.29
Specialist	
12314 - Registered Nurse III	45.09
12315 - Registered Nurse III	45.09
Anesthetist	
12316 - Registered Nurse IV	54.09
12317 - Scheduler (Drug and Alcohol Testing)	33.02
Testing)	
12320 - Substance Abuse Treatment Counselor	21.50
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.96
13012 - Exhibits Specialist II	27.20
13013 - Exhibits Specialist III	33.28
13041 - Illustrator I	23.23
13042 - Illustrator II	28.78
13043 - Illustrator III	35.20
13047 - Librarian	35.87
13050 - Library Aide/Clerk	16.56
13054 - Library Information Technology Systems Administrator	32.38
Technology Systems Administrator	
13058 - Library Technician	20.85
13061 - Media Specialist I	23.37
13062 - Media Specialist II	26.14
13063 - Media Specialist III	29.14

13071 - Photographer I	19.59
13072 - Photographer II	21.93
13073 - Photographer III	27.17
13074 - Photographer IV	33.22
13075 - Photographer V	40.20
13090 - Technical Order Library	20.79
Clerk	
13110 - Video Teleconference	23.48
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	20.59
14042 - Computer Operator II	23.03
14043 - Computer Operator III	25.67
14044 - Computer Operator IV	28.53
14045 - Computer Operator V	31.59
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	20.59
Operator	
14160 - Personal Computer Support	28.53
Technician	
14170 - System Support Specialist	34.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.62
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.26
Instructor (Rated)	
15030 - Air Crew Training Devices	45.86
Instructor (Pilot)	
15050 - Computer Based Training	31.62
Specialist / Instructor	
15060 - Educational Technologist	36.14
15070 - Flight Instructor (Pilot)	45.86
15080 - Graphic Artist	27.50
15085 - Maintenance Test Pilot Fixed	45.86
Jet/Prop	
15086 - Maintenance Test Pilot	45.86
Rotary Wing	
15088 - Non-Maintenance Test/Co-	45.86
Pilot	
15090 - Technical Instructor	27.52
15095 - Technical Instructor/Course	34.52
Developer	
15110 - Test Proctor	22.78

15120 - Tutor	22.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.76
19040 - Tool And Die Maker	32.53
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.90
21030 - Material Coordinator	26.00
21040 - Material Expediter	26.00
21050 - Material Handling Laborer	14.87
21071 - Order Filler	15.33
21080 - Production Line Worker (Food Processing)	21.90
21110 - Shipping Packer	17.24
21130 - Shipping/Receiving Clerk	17.24
21140 - Store Worker I	14.58
21150 - Stock Clerk	19.05
21210 - Tools And Parts Attendant	21.90
21410 - Warehouse Specialist	21.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.93
23019 - Aircraft Logs and Records Technician	28.18
23021 - Aircraft Mechanic I	33.64
23022 - Aircraft Mechanic II	34.93
23023 - Aircraft Mechanic III	36.16
23040 - Aircraft Mechanic Helper	24.57
23050 - Aircraft Painter	31.83
23060 - Aircraft Servicer	28.18
23070 - Aircraft Survival Flight Equipment Technician	31.83
23080 - Aircraft Worker	30.00

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.64
23110 - Appliance Mechanic	23.50
23120 - Bicycle Repairer	20.66
23125 - Cable Splicer	46.23
23130 - Carpenter Maintenance	27.61
23140 - Carpet Layer	23.88
23160 - Electrician Maintenance	29.39
23181 - Electronics Technician Maintenance I	29.00
23182 - Electronics Technician Maintenance II	30.77
23183 - Electronics Technician Maintenance III	32.52
23260 - Fabric Worker	26.39
23290 - Fire Alarm System Mechanic	26.28
23310 - Fire Extinguisher Repairer	23.74
23311 - Fuel Distribution System Mechanic	38.09
23312 - Fuel Distribution System Operator	29.87
23370 - General Maintenance Worker	21.68
23380 - Ground Support Equipment Mechanic	33.64
23381 - Ground Support Equipment Servicer	28.17
23382 - Ground Support Equipment Worker	30.01
23391 - Gunsmith I	23.74
23392 - Gunsmith II	27.00
23393 - Gunsmith III	30.26
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.80
23430 - Heavy Equipment Mechanic	29.47
23440 - Heavy Equipment Operator	31.97
23460 - Instrument Mechanic	28.24
23465 - Laboratory/Shelter Mechanic	28.64
23470 - Laborer	14.87
23510 - Locksmith	23.41
23530 - Machinery Maintenance Mechanic	28.98
23550 - Machinist Maintenance	22.95

23580 - Maintenance Trades Helper	17.31
23591 - Metrology Technician I	28.24
23592 - Metrology Technician II	29.32
23593 - Metrology Technician III	30.36
23640 - Millwright	31.83
23710 - Office Appliance Repairer	21.74
23760 - Painter Maintenance	21.93
23790 - Pipefitter Maintenance	28.51
23810 - Plumber Maintenance	26.98
23820 - Pneudraulic Systems Mechanic	30.26
23850 - Rigger	29.08
23870 - Scale Mechanic	27.00
23890 - Sheet-Metal Worker	30.56
Maintenance	
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic	30.47
I	
23932 - Telecommunications Mechanic	31.74
II	
23950 - Telephone Lineman	35.37
23960 - Welder Combination	25.45
Maintenance	
23965 - Well Driller	28.10
23970 - Woodcraft Worker	30.26
23980 - Woodworker	23.74
24000 - Personal Needs Occupations	
24550 - Case Manager	18.47
24570 - Child Care Attendant	14.07
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	13.76
24620 - Family Readiness And Support	18.47
Services	
Coordinator	
24630 - Homemaker	20.77
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.26
25040 - Sewage Plant Operator	32.68
25070 - Stationary Engineer	38.26
25190 - Ventilation Equipment Tender	27.94
25210 - Water Treatment Plant	32.68
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.81
27007 - Baggage Inspector	15.08
27008 - Corrections Officer	36.67
27010 - Court Security Officer	35.70
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	36.67
27070 - Firefighter	34.73

27101 - Guard I	15.08
27102 - Guard II	23.51
27131 - Police Officer I	41.26
27132 - Police Officer II	45.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.23
28042 - Carnival Equipment Repairer	19.58
28043 - Carnival Worker	14.19
28210 - Gate Attendant/Gate Tender	18.06
28310 - Lifeguard	16.67
28350 - Park Attendant (Aide)	20.21
28510 - Recreation Aide/Health	14.75
Facility Attendant	
28515 - Recreation Specialist	25.04
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	22.27
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	35.11
29020 - Hatch Tender	35.11
29030 - Line Handler	35.11
29041 - Stevedore I	32.96
29042 - Stevedore II	37.26
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	45.09
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.09
Specialist Station (HFO)	
30012 - Air Traffic Control	34.24
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.59
30022 - Archeological Technician II	22.84
30023 - Archeological Technician III	28.30
30030 - Cartographic Technician	28.30
30040 - Civil Engineering Technician	28.48
30051 - Cryogenic Technician I	31.29
30052 - Cryogenic Technician II	34.56
30061 - Drafter/CAD Operator I	20.42
30062 - Drafter/CAD Operator II	22.84
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.34
30081 - Engineering Technician I	20.77
30082 - Engineering Technician II	23.31
30083 - Engineering Technician III	26.07
30084 - Engineering Technician IV	32.30
30085 - Engineering Technician V	39.50
30086 - Engineering Technician VI	47.80
30090 - Environmental Technician	25.64
30095 - Evidence Control Specialist	28.26
30210 - Laboratory Technician	23.32

30221 - Latent Fingerprint Technician I	34.05
30222 - Latent Fingerprint Technician II	37.61
30240 - Mathematical Technician	33.63
30361 - Paralegal/Legal Assistant I	21.71
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91
30364 - Paralegal/Legal Assistant IV	39.82
30375 - Petroleum Supply Specialist	34.55
30390 - Photo-Optics Technician	28.30
30395 - Radiation Control Technician	34.56
30461 - Technical Writer I	28.05
30462 - Technical Writer II	34.31
30463 - Technical Writer III	41.52
30491 - Unexploded Ordnance (UXO) Technician I	28.65
30492 - Unexploded Ordnance (UXO) Technician II	34.67
30493 - Unexploded Ordnance (UXO) Technician III	41.55
30494 - Unexploded (UXO) Safety Escort	28.65
30495 - Unexploded (UXO) Sweep Personnel	28.65
30501 - Weather Forecaster I	31.29
30502 - Weather Forecaster II	38.07
30620 - Weather Observer Combined (see 2)	25.47
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	28.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.67
31020 - Bus Aide	16.57
31030 - Bus Driver	22.21
31043 - Driver Courier	18.18
31260 - Parking and Lot Attendant	13.49
31290 - Shuttle Bus Driver	17.95
31310 - Taxi Driver	15.95
31361 - Truckdriver Light	19.53
31362 - Truckdriver Medium	21.91
31363 - Truckdriver Heavy	23.55
31364 - Truckdriver Tractor-Trailer	23.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.90
99030 - Cashier	13.56
99050 - Desk Clerk	14.68
99095 - Embalmer	24.43

99130 - Flight Follower	28.65
99251 - Laboratory Animal Caretaker	16.45
I	
99252 - Laboratory Animal Caretaker	17.66
II	
99260 - Marketing Analyst	30.03
99310 - Mortician	24.43
99410 - Pest Controller	18.99
99510 - Photofinishing Worker	21.35
99710 - Recycling Laborer	26.40
99711 - Recycling Specialist	31.57
99730 - Refuse Collector	24.57
99810 - Sales Clerk	14.73
99820 - School Crossing Guard	20.28
99830 - Survey Party Chief	32.22
99831 - Surveying Aide	21.05
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.90
99842 - Vending Machine Repairer	14.09
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5637

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5637
Revision No.: 20
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

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	29.35
Fiberglass	
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 (see 1)	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	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III	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	37.28
Technology Systems	
Administrator	
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	24.54
Clerk	
13110 - Video Teleconference	29.91
Technician	
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	23.96
Operator	
14160 - Personal Computer Support	33.19
Technician	
14170 - System Support Specialist	41.30
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	41.35
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	50.04
Instructor (Rated)	
15030 - Air Crew Training Devices	59.97
Instructor (Pilot)	
15050 - Computer Based Training	41.35
Specialist / Instructor	
15060 - Educational Technologist	35.06
15070 - Flight Instructor (Pilot)	59.97
15080 - Graphic Artist	35.62
15085 - Maintenance Test Pilot Fixed	59.97
Jet/Prop	

15086 - Maintenance Test Pilot	59.97
Rotary Wing	
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	18.63
Apparel Laundry	
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	33.18
Technician	
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	37.20
Equipment Technician	
23080 - Aircraft Worker	35.21
23091 - Aircrew Life Support	35.21
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	39.23
Equipment (ALSE) Mechanic	
II	
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	34.76
Maintenance I	
23182 - Electronics Technician	36.73
Maintenance II	
23183 - Electronics Technician	38.72
Maintenance III	
23260 - Fabric Worker	29.26
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	30.21
23311 - Fuel Distribution System	35.95
Mechanic	
23312 - Fuel Distribution System	28.42
Operator	
23370 - General Maintenance Worker	26.76
23380 - Ground Support Equipment	39.23
Mechanic	
23381 - Ground Support Equipment	33.18
Servicer	
23382 - Ground Support Equipment	35.21
Worker	
23391 - Gunsmith I	30.21
23392 - Gunsmith II	34.28
23393 - Gunsmith III	38.19
23410 - Heating Ventilation And Air-	32.52
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	34.18
Contidioning	
Mechanic (Research Facility)	
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	37.64
Mechanic	
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	36.39
Maintenance	
23910 - Small Engine Mechanic	23.79
23931 - Telecommunications Mechanic	36.29
I	
23932 - Telecommunications Mechanic	38.15
II	
23950 - Telephone Lineman	35.63
23960 - Welder Combination	32.75
Maintenance	
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	22.10
Services	
Coordinator	
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	49.65
Operator	
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	17.91
Facility Attendant	
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 (see 3)	49.14
Specialist Center (HFO)	
30011 - Air Traffic Control (see 3)	33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 3)	
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 (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	18.61
I	
99252 - Laboratory Animal Caretaker	20.13
II	
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	17.15

Helper

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.

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)).

Standard Wage Determination No.: 2015-5639

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5639
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of San Benito

****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		42.49
01035 - Court Reporter		26.06
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	24.39
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	24.57
01141 - Messenger Courier	22.86
01191 - Order Clerk I	19.02
01192 - Order Clerk II	20.76
01261 - Personnel Assistant (Employment) I	19.77
01262 - Personnel Assistant (Employment) II	22.11
01263 - Personnel Assistant (Employment) III	24.64
01270 - Production Control Clerk	29.53
01290 - Rental Clerk	19.14
01300 - Scheduler Maintenance	19.71
01311 - Secretary I	19.71
01312 - Secretary II	22.04
01313 - Secretary III	24.57
01320 - Service Order Dispatcher	21.79
01410 - Supply Technician	42.49
01420 - Survey Worker	23.98
01460 - Switchboard Operator/Receptionist	19.16
01531 - Travel Clerk I	20.23
01532 - Travel Clerk II	21.46
01533 - Travel Clerk III	23.02
01611 - Word Processor I	19.58
01612 - Word Processor II	21.99
01613 - Word Processor III	24.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	29.35
Fiberglass	
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	28.69
Mechanic	
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	18.26
07041 - Cook I	19.35
07042 - Cook II	21.78
07070 - Dishwasher	15.17
07130 - Food Service Worker	16.35
07210 - Meat Cutter	18.97
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	21.80
09090 - Furniture Refinisher Helper	17.52
09110 - Furniture Repairer Minor	19.66
09130 - Upholsterer	22.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.69
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	31.36
12015 - Certified Physical Therapist Assistant	36.68
12020 - Dental Assistant	27.12
12025 - Dental Hygienist	58.73
12030 - EKG Technician	37.15
12035 - Electroneurodiagnostic Technologist	37.15

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
Technician	
12160 - Medical Record Clerk	24.78
12190 - Medical Record Technician	27.71
12195 - Medical Transcriptionist	23.05
12210 - Nuclear Medicine Technologist	63.58
Technologist	
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	22.82
12250 - Pharmacy Technician	23.51
12280 - Phlebotomist	23.16
12305 - Radiologic Technologist	47.38
12311 - Registered Nurse I	42.27
12312 - Registered Nurse II	51.71
12313 - Registered Nurse II	51.71
Specialist	
12314 - Registered Nurse III	62.58
12315 - Registered Nurse III	62.58
Anesthetist	
12316 - Registered Nurse IV	74.99
12317 - Scheduler (Drug and Alcohol Testing)	38.61
Testing)	
12320 - Substance Abuse Treatment Counselor	26.29
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	22.76
13012 - Exhibits Specialist II	28.19
13013 - Exhibits Specialist III	34.49
13041 - Illustrator I	29.53
13042 - Illustrator II	36.58
13043 - Illustrator III	44.74
13047 - Librarian	40.51
13050 - Library Aide/Clerk	21.07
13054 - Library Information Technology Systems Administrator	36.58
Technology Systems Administrator	
13058 - Library Technician	26.40
13061 - Media Specialist I	25.33
13062 - Media Specialist II	28.14
13063 - Media Specialist III	31.23

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	26.49
Clerk	
13110 - Video Teleconference	27.12
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.49
14042 - Computer Operator II	24.05
14043 - Computer Operator III	26.79
14044 - Computer Operator IV	29.78
14045 - Computer Operator V	32.84
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	21.49
Operator	
14160 - Personal Computer Support	29.78
Technician	
14170 - System Support Specialist	42.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	42.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	51.70
Instructor (Rated)	
15030 - Air Crew Training Devices	61.95
Instructor (Pilot)	
15050 - Computer Based Training	42.72
Specialist / Instructor	
15060 - Educational Technologist	36.31
15070 - Flight Instructor (Pilot)	61.95
15080 - Graphic Artist	35.59
15085 - Maintenance Test Pilot Fixed	61.95
Jet/Prop	
15086 - Maintenance Test Pilot	61.95
Rotary Wing	
15088 - Non-Maintenance Test/Co-	61.95
Pilot	
15090 - Technical Instructor	34.28
15095 - Technical Instructor/Course	41.93
Developer	
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	17.89
Apparel Laundry	
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	29.53
21040 - Material Expediter	29.53
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	34.40
23019 - Aircraft Logs and Records Technician	27.97
23021 - Aircraft Mechanic I	32.81
23022 - Aircraft Mechanic II	34.40
23023 - Aircraft Mechanic III	35.85
23040 - Aircraft Mechanic Helper	24.52
23050 - Aircraft Painter	31.20
23060 - Aircraft Servicer	27.97
23070 - Aircraft Survival Flight Equipment Technician	31.20
23080 - Aircraft Worker	29.58

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.81
23110 - Appliance Mechanic	31.74
23120 - Bicycle Repairer	18.32
23125 - Cable Splicer	41.39
23130 - Carpenter Maintenance	30.90
23140 - Carpet Layer	28.42
23160 - Electrician Maintenance	36.41
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	32.81
23381 - Ground Support Equipment Servicer	27.97
23382 - Ground Support Equipment Worker	29.58
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	26.57

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	22.68
23760 - Painter Maintenance	26.80
23790 - Pipefitter Maintenance	34.78
23810 - Plumber Maintenance	33.07
23820 - Pneudraulic Systems Mechanic	35.55
23850 - Rigger	35.55
23870 - Scale Mechanic	32.05
23890 - Sheet-Metal Worker	35.18
Maintenance	
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic	29.47
I	
23932 - Telecommunications Mechanic	30.91
II	
23950 - Telephone Lineman	41.39
23960 - Welder Combination	26.80
Maintenance	
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	26.84
Services	
Coordinator	
24630 - Homemaker	26.84
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	50.97
25040 - Sewage Plant Operator	44.15
25070 - Stationary Engineer	50.97
25190 - Ventilation Equipment Tender	38.03
25210 - Water Treatment Plant	44.15
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.07
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	46.18

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	21.05
Facility Attendant	
28515 - Recreation Specialist	27.60
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	31.57
29042 - Stevedore II	35.81
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	49.14
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.25
30022 - Archeological Technician II	22.65
30023 - Archeological Technician III	28.05
30030 - Cartographic Technician	28.05
30040 - Civil Engineering Technician	36.55
30051 - Cryogenic Technician I	30.18
30052 - Cryogenic Technician II	33.34
30061 - Drafter/CAD Operator I	20.25
30062 - Drafter/CAD Operator II	22.65
30063 - Drafter/CAD Operator III	25.24
30064 - Drafter/CAD Operator IV	31.07
30081 - Engineering Technician I	18.56
30082 - Engineering Technician II	20.84
30083 - Engineering Technician III	24.33
30084 - Engineering Technician IV	30.39
30085 - Engineering Technician V	35.32
30086 - Engineering Technician VI	42.74
30090 - Environmental Technician	33.95
30095 - Evidence Control Specialist	27.25
30210 - Laboratory Technician	24.74

30221 - Latent Fingerprint Technician I	35.49
30222 - Latent Fingerprint Technician II	39.20
30240 - Mathematical Technician	33.95
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	28.05
30395 - Radiation Control Technician	33.34
30461 - Technical Writer I	36.51
30462 - Technical Writer II	44.66
30463 - Technical Writer III	54.05
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	31.07
30502 - Weather Forecaster II	37.78
30620 - Weather Observer Combined (see 2)	25.24
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	28.05
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	22.35
31030 - Bus Driver	30.88
31043 - Driver Courier	21.61
31260 - Parking and Lot Attendant	15.54
31290 - Shuttle Bus Driver	20.83
31310 - Taxi Driver	16.43
31361 - Truckdriver Light	22.91
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	16.58
99050 - Desk Clerk	15.84
99095 - Embalmer	27.80

99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker	21.10
I	
99252 - Laboratory Animal Caretaker	22.61
II	
99260 - Marketing Analyst	54.34
99310 - Mortician	27.80
99410 - Pest Controller	23.02
99510 - Photofinishing Worker	17.28
99710 - Recycling Laborer	20.31
99711 - Recycling Specialist	32.37
99730 - Refuse Collector	25.30
99810 - Sales Clerk	16.59
99820 - School Crossing Guard	22.22
99830 - Survey Party Chief	46.70
99831 - Surveying Aide	24.47
99832 - Surveying Technician	33.50
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	22.83
99842 - Vending Machine Repairer	19.30
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5641

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5641
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Santa Clara

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		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	29.35
Fiberglass	
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	28.69
Mechanic	
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
Technician	
12160 - Medical Record Clerk	26.49
12190 - Medical Record Technician	29.63
12195 - Medical Transcriptionist	24.87
12210 - Nuclear Medicine	63.58
Technologist	
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	51.71
Specialist	
12314 - Registered Nurse III	62.83
12315 - Registered Nurse III	62.83
Anesthetist	
12316 - Registered Nurse IV	74.99
12317 - Scheduler (Drug and Alcohol Testing)	38.61
Testing)	
12320 - Substance Abuse Treatment	26.29
Counselor	
13000 - Information And Arts Occupations	
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	36.58
Technology Systems	
Administrator	
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	26.46
Clerk	
13110 - Video Teleconference	28.26
Technician	
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	23.96
Operator	
14160 - Personal Computer Support	33.19
Technician	
14170 - System Support Specialist	42.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	42.72
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	51.70
Instructor (Rated)	
15030 - Air Crew Training Devices	61.95
Instructor (Pilot)	
15050 - Computer Based Training	42.72
Specialist / Instructor	
15060 - Educational Technologist	36.31
15070 - Flight Instructor (Pilot)	61.95
15080 - Graphic Artist	35.59
15085 - Maintenance Test Pilot Fixed	61.95
Jet/Prop	
15086 - Maintenance Test Pilot	61.95
Rotary Wing	
15088 - Non-Maintenance Test/Co-	61.95
Pilot	
15090 - Technical Instructor	34.28
15095 - Technical Instructor/Course	41.93
Developer	
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	17.89
Apparel Laundry	
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 I	32.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.70
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	35.18
Maintenance	
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic	29.47
I	
23932 - Telecommunications Mechanic	30.91
II	
23950 - Telephone Lineman	44.07
23960 - Welder Combination	26.80
Maintenance	
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	26.84
Services	
Coordinator	
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	44.15
Operator	
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	21.05
Facility Attendant	
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 (see 2)	49.14
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
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 (see 2)	32.03
Upper Air Or 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	20.73
I	
99252 - Laboratory Animal Caretaker	22.22
II	
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	14.98
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5643

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5643
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of San Luis Obispo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.20
01012 - Accounting Clerk II		21.56
01013 - Accounting Clerk III		24.11
01020 - Administrative Assistant		30.24
01035 - Court Reporter		25.67
01041 - Customer Service Representative I		13.68
01042 - Customer Service Representative II		15.40

01043 - Customer Service Representative III	16.80
01051 - Data Entry Operator I	17.49
01052 - Data Entry Operator II	19.09
01060 - Dispatcher Motor Vehicle	24.93
01070 - Document Preparation Clerk	17.08
01090 - Duplicating Machine Operator	17.08
01111 - General Clerk I	14.68
01112 - General Clerk II	16.02
01113 - General Clerk III	18.00
01120 - Housing Referral Assistant	23.61
01141 - Messenger Courier	17.52
01191 - Order Clerk I	16.40
01192 - Order Clerk II	17.90
01261 - Personnel Assistant (Employment) I	17.58
01262 - Personnel Assistant (Employment) II	19.66
01263 - Personnel Assistant (Employment) III	21.91
01270 - Production Control Clerk	24.03
01290 - Rental Clerk	15.54
01300 - Scheduler Maintenance	18.94
01311 - Secretary I	18.94
01312 - Secretary II	21.18
01313 - Secretary III	23.61
01320 - Service Order Dispatcher	22.29
01410 - Supply Technician	30.24
01420 - Survey Worker	22.82
01460 - Switchboard Operator/Receptionist	18.28
01531 - Travel Clerk I	14.27
01532 - Travel Clerk II	14.97
01533 - Travel Clerk III	15.96
01611 - Word Processor I	16.86
01612 - Word Processor II	18.94
01613 - Word Processor III	21.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.30
Fiberglass	
05010 - Automotive Electrician	23.65
05040 - Automotive Glass Installer	22.64
05070 - Automotive Worker	22.64
05110 - Mobile Equipment Servicer	20.33
05130 - Motor Equipment Metal	24.58
Mechanic	
05160 - Motor Equipment Metal Worker	22.64
05190 - Motor Vehicle Mechanic	24.58
05220 - Motor Vehicle Mechanic Helper	18.66

05250 - Motor Vehicle Upholstery Worker	21.54
05280 - Motor Vehicle Wrecker	22.64
05310 - Painter Automotive	23.65
05340 - Radiator Repair Specialist	22.64
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	24.58
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.24
07041 - Cook I	17.29
07042 - Cook II	19.25
07070 - Dishwasher	13.02
07130 - Food Service Worker	14.69
07210 - Meat Cutter	18.76
07260 - Waiter/Waitress	13.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.23
09040 - Furniture Handler	14.72
09080 - Furniture Refinisher	22.23
09090 - Furniture Refinisher Helper	17.95
09110 - Furniture Repairer Minor	20.33
09130 - Upholsterer	22.23
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.00
11060 - Elevator Operator	16.84
11090 - Gardener	23.83
11122 - Housekeeping Aide	16.84
11150 - Janitor	16.84
11210 - Laborer Grounds Maintenance	17.93
11240 - Maid or Houseman	14.36
11260 - Pruner	15.95
11270 - Tractor Operator	21.87
11330 - Trail Maintenance Worker	17.93
11360 - Window Cleaner	18.93
12000 - Health Occupations	
12010 - Ambulance Driver	22.71
12011 - Breath Alcohol Technician	27.16
12012 - Certified Occupational Therapist Assistant	37.26
12015 - Certified Physical Therapist Assistant	33.99
12020 - Dental Assistant	25.19
12025 - Dental Hygienist	49.77
12030 - EKG Technician	41.16
12035 - Electroneurodiagnostic Technologist	41.16

12040 - Emergency Medical Technician	22.71
12071 - Licensed Practical Nurse I	24.29
12072 - Licensed Practical Nurse II	27.16
12073 - Licensed Practical Nurse III	30.27
12100 - Medical Assistant	20.22
12130 - Medical Laboratory Technician	30.63
Technician	
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.93
12195 - Medical Transcriptionist	24.29
12210 - Nuclear Medicine Technologist	59.68
Technologist	
12221 - Nursing Assistant I	12.78
12222 - Nursing Assistant II	14.38
12223 - Nursing Assistant III	15.69
12224 - Nursing Assistant IV	17.60
12235 - Optical Dispenser	21.86
12236 - Optical Technician	24.29
12250 - Pharmacy Technician	21.70
12280 - Phlebotomist	21.41
12305 - Radiologic Technologist	39.62
12311 - Registered Nurse I	28.54
12312 - Registered Nurse II	34.91
12313 - Registered Nurse II	34.91
Specialist	
12314 - Registered Nurse III	52.36
12315 - Registered Nurse III	52.36
Anesthetist	
12316 - Registered Nurse IV	50.62
12317 - Scheduler (Drug and Alcohol Testing)	33.64
Testing)	
12320 - Substance Abuse Treatment Counselor	30.00
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	29.15
13012 - Exhibits Specialist II	36.09
13013 - Exhibits Specialist III	44.17
13041 - Illustrator I	29.15
13042 - Illustrator II	36.09
13043 - Illustrator III	44.17
13047 - Librarian	39.97
13050 - Library Aide/Clerk	20.08
13054 - Library Information Technology Systems Administrator	36.09
Technology Systems Administrator	
13058 - Library Technician	23.87
13061 - Media Specialist I	26.05
13062 - Media Specialist II	29.15
13063 - Media Specialist III	32.47

13071 - Photographer I	23.68
13072 - Photographer II	26.50
13073 - Photographer III	32.81
13074 - Photographer IV	40.15
13075 - Photographer V	46.06
13090 - Technical Order Library	22.06
Clerk	
13110 - Video Teleconference	26.15
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	20.70
14042 - Computer Operator II	23.58
14043 - Computer Operator III	26.28
14044 - Computer Operator IV	29.21
14045 - Computer Operator V	32.35
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	20.70
Operator	
14160 - Personal Computer Support	29.21
Technician	
14170 - System Support Specialist	32.35
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.60
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	39.45
Instructor (Rated)	
15030 - Air Crew Training Devices	47.28
Instructor (Pilot)	
15050 - Computer Based Training	34.27
Specialist / Instructor	
15060 - Educational Technologist	36.95
15070 - Flight Instructor (Pilot)	47.28
15080 - Graphic Artist	23.48
15085 - Maintenance Test Pilot Fixed	47.28
Jet/Prop	
15086 - Maintenance Test Pilot	47.28
Rotary Wing	
15088 - Non-Maintenance Test/Co-	47.28
Pilot	
15090 - Technical Instructor	35.50
15095 - Technical Instructor/Course	43.43
Developer	
15110 - Test Proctor	28.66

15120 - Tutor	28.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.66
19040 - Tool And Die Maker	32.17
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.55
21030 - Material Coordinator	24.03
21040 - Material Expediter	24.03
21050 - Material Handling Laborer	15.55
21071 - Order Filler	15.11
21080 - Production Line Worker (Food Processing)	18.55
21110 - Shipping Packer	16.79
21130 - Shipping/Receiving Clerk	16.79
21140 - Store Worker I	14.58
21150 - Stock Clerk	19.24
21210 - Tools And Parts Attendant	18.55
21410 - Warehouse Specialist	18.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.12
23019 - Aircraft Logs and Records Technician	28.80
23021 - Aircraft Mechanic I	32.76
23022 - Aircraft Mechanic II	34.12
23023 - Aircraft Mechanic III	35.35
23040 - Aircraft Mechanic Helper	24.82
23050 - Aircraft Painter	31.49
23060 - Aircraft Servicer	28.80
23070 - Aircraft Survival Flight Equipment Technician	31.49
23080 - Aircraft Worker	30.13

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.76
23110 - Appliance Mechanic	24.60
23120 - Bicycle Repairer	22.79
23125 - Cable Splicer	28.74
23130 - Carpenter Maintenance	28.93
23140 - Carpet Layer	26.47
23160 - Electrician Maintenance	35.55
23181 - Electronics Technician Maintenance I	31.67
23182 - Electronics Technician Maintenance II	33.11
23183 - Electronics Technician Maintenance III	34.47
23260 - Fabric Worker	25.19
23290 - Fire Alarm System Mechanic	28.74
23310 - Fire Extinguisher Repairer	23.78
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	23.78
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	32.76
23381 - Ground Support Equipment Servicer	28.80
23382 - Ground Support Equipment Worker	30.13
23391 - Gunsmith I	23.78
23392 - Gunsmith II	26.47
23393 - Gunsmith III	28.74
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.08
23430 - Heavy Equipment Mechanic	31.82
23440 - Heavy Equipment Operator	37.38
23460 - Instrument Mechanic	28.74
23465 - Laboratory/Shelter Mechanic	27.66
23470 - Laborer	15.55
23510 - Locksmith	28.84
23530 - Machinery Maintenance Mechanic	36.70
23550 - Machinist Maintenance	24.29

23580 - Maintenance Trades Helper	20.45
23591 - Metrology Technician I	28.74
23592 - Metrology Technician II	29.97
23593 - Metrology Technician III	31.03
23640 - Millwright	28.74
23710 - Office Appliance Repairer	26.60
23760 - Painter Maintenance	24.00
23790 - Pipefitter Maintenance	28.37
23810 - Plumber Maintenance	27.30
23820 - Pneudraulic Systems Mechanic	28.74
23850 - Rigger	28.74
23870 - Scale Mechanic	26.47
23890 - Sheet-Metal Worker	28.49
Maintenance	
23910 - Small Engine Mechanic	26.47
23931 - Telecommunications Mechanic	33.01
I	
23932 - Telecommunications Mechanic	34.38
II	
23950 - Telephone Lineman	35.11
23960 - Welder Combination	23.27
Maintenance	
23965 - Well Driller	28.74
23970 - Woodcraft Worker	28.74
23980 - Woodworker	23.78
24000 - Personal Needs Occupations	
24550 - Case Manager	17.44
24570 - Child Care Attendant	14.00
24580 - Child Care Center Clerk	17.67
24610 - Chore Aide	14.43
24620 - Family Readiness And Support	17.44
Services	
Coordinator	
24630 - Homemaker	18.59
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.74
25040 - Sewage Plant Operator	34.25
25070 - Stationary Engineer	28.74
25190 - Ventilation Equipment Tender	21.83
25210 - Water Treatment Plant	34.25
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.66
27007 - Baggage Inspector	17.27
27008 - Corrections Officer	31.49
27010 - Court Security Officer	31.49
27030 - Detection Dog Handler	19.33
27040 - Detention Officer	31.49
27070 - Firefighter	28.89

27101 - Guard I	17.27
27102 - Guard II	19.33
27131 - Police Officer I	44.73
27132 - Police Officer II	49.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.92
28042 - Carnival Equipment Repairer	20.61
28043 - Carnival Worker	13.80
28210 - Gate Attendant/Gate Tender	16.81
28310 - Lifeguard	16.03
28350 - Park Attendant (Aide)	18.80
28510 - Recreation Aide/Health	13.73
Facility Attendant	
28515 - Recreation Specialist	23.28
28630 - Sports Official	14.98
28690 - Swimming Pool Operator	22.95
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.79
29020 - Hatch Tender	28.79
29030 - Line Handler	28.79
29041 - Stevedore I	27.25
29042 - Stevedore II	30.10
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	43.88
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	30.25
Specialist Station (HFO)	
30012 - Air Traffic Control	33.32
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.12
30022 - Archeological Technician II	22.51
30023 - Archeological Technician III	27.89
30030 - Cartographic Technician	28.33
30040 - Civil Engineering Technician	31.03
30051 - Cryogenic Technician I	28.05
30052 - Cryogenic Technician II	30.98
30061 - Drafter/CAD Operator I	20.12
30062 - Drafter/CAD Operator II	22.51
30063 - Drafter/CAD Operator III	25.49
30064 - Drafter/CAD Operator IV	30.88
30081 - Engineering Technician I	17.58
30082 - Engineering Technician II	19.75
30083 - Engineering Technician III	22.08
30084 - Engineering Technician IV	29.71
30085 - Engineering Technician V	33.46
30086 - Engineering Technician VI	40.49
30090 - Environmental Technician	26.67
30095 - Evidence Control Specialist	25.32
30210 - Laboratory Technician	24.75

30221 - Latent Fingerprint Technician I	28.05
30222 - Latent Fingerprint Technician II	30.98
30240 - Mathematical Technician	28.33
30361 - Paralegal/Legal Assistant I	19.60
30362 - Paralegal/Legal Assistant II	25.03
30363 - Paralegal/Legal Assistant III	30.59
30364 - Paralegal/Legal Assistant IV	36.99
30375 - Petroleum Supply Specialist	30.98
30390 - Photo-Optics Technician	28.33
30395 - Radiation Control Technician	30.98
30461 - Technical Writer I	26.42
30462 - Technical Writer II	32.32
30463 - Technical Writer III	39.10
30491 - Unexploded Ordnance (UXO) Technician I	27.89
30492 - Unexploded Ordnance (UXO) Technician II	33.74
30493 - Unexploded Ordnance (UXO) Technician III	40.44
30494 - Unexploded (UXO) Safety Escort	27.89
30495 - Unexploded (UXO) Sweep Personnel	27.89
30501 - Weather Forecaster I	30.88
30502 - Weather Forecaster II	37.56
30620 - Weather Observer Combined (see 2)	25.49
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.74
31020 - Bus Aide	15.40
31030 - Bus Driver	22.13
31043 - Driver Courier	16.53
31260 - Parking and Lot Attendant	14.82
31290 - Shuttle Bus Driver	17.91
31310 - Taxi Driver	15.97
31361 - Truckdriver Light	18.01
31362 - Truckdriver Medium	20.96
31363 - Truckdriver Heavy	25.32
31364 - Truckdriver Tractor-Trailer	25.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.45
99030 - Cashier	14.17
99050 - Desk Clerk	14.28
99095 - Embalmer	27.89

99130 - Flight Follower	27.89
99251 - Laboratory Animal Caretaker	15.24
I	
99252 - Laboratory Animal Caretaker	16.60
II	
99260 - Marketing Analyst	26.55
99310 - Mortician	27.89
99410 - Pest Controller	18.64
99510 - Photofinishing Worker	15.36
99710 - Recycling Laborer	22.73
99711 - Recycling Specialist	27.51
99730 - Refuse Collector	20.25
99810 - Sales Clerk	14.34
99820 - School Crossing Guard	15.42
99830 - Survey Party Chief	37.75
99831 - Surveying Aide	24.84
99832 - Surveying Technician	34.09
99840 - Vending Machine Attendant	21.14
99841 - Vending Machine Repairer	25.64
99842 - Vending Machine Repairer	21.14
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5645

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5645
Revision No.: 19
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Orange

OCCUPATION NOTES:

Heating Air Conditioning and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.88
01012 - Accounting Clerk II		21.20

01013 - Accounting Clerk III	23.71
01020 - Administrative Assistant	34.73
01035 - Court Reporter	32.92
01041 - Customer Service	16.51
Representative I	
01042 - Customer Service	18.56
Representative II	
01043 - Customer Service	20.25
Representative III	
01051 - Data Entry Operator I	16.25
01052 - Data Entry Operator II	17.73
01060 - Dispatcher Motor Vehicle	22.41
01070 - Document Preparation Clerk	16.64
01090 - Duplicating Machine Operator	16.64
01111 - General Clerk I	16.38
01112 - General Clerk II	17.88
01113 - General Clerk III	20.08
01120 - Housing Referral Assistant	23.96
01141 - Messenger Courier	15.40
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant	18.07
(Employment) I	
01262 - Personnel Assistant	20.20
(Employment) II	
01263 - Personnel Assistant	22.53
(Employment) III	
01270 - Production Control Clerk	24.55
01290 - Rental Clerk	16.83
01300 - Scheduler Maintenance	19.23
01311 - Secretary I	19.23
01312 - Secretary II	21.50
01313 - Secretary III	23.96
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	34.73
01420 - Survey Worker	20.83
01460 - Switchboard	16.09
Operator/Receptionist	
01531 - Travel Clerk I	20.02
01532 - Travel Clerk II	21.79
01533 - Travel Clerk III	23.41
01611 - Word Processor I	17.86
01612 - Word Processor II	20.05
01613 - Word Processor III	22.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.70
Fiberglass	
05010 - Automotive Electrician	23.93
05040 - Automotive Glass Installer	22.47
05070 - Automotive Worker	22.47

05110 - Mobile Equipment Servicer	19.42
05130 - Motor Equipment Metal	25.40
Mechanic	
05160 - Motor Equipment Metal Worker	22.47
05190 - Motor Vehicle Mechanic	25.40
05220 - Motor Vehicle Mechanic	18.38
Helper	
05250 - Motor Vehicle Upholstery	20.99
Worker	
05280 - Motor Vehicle Wrecker	22.47
05310 - Painter Automotive	23.93
05340 - Radiator Repair Specialist	22.47
05370 - Tire Repairer	15.47
05400 - Transmission Repair	25.40
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.60
07041 - Cook I	17.64
07042 - Cook II	20.42
07070 - Dishwasher	13.54
07130 - Food Service Worker	13.73
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.29
11060 - Elevator Operator	15.48
11090 - Gardener	23.05
11122 - Housekeeping Aide	15.48
11150 - Janitor	15.48
11210 - Laborer Grounds Maintenance	17.35
11240 - Maid or Houseman	15.25
11260 - Pruner	16.38
11270 - Tractor Operator	21.14
11330 - Trail Maintenance Worker	17.35
11360 - Window Cleaner	16.22
12000 - Health Occupations	
12010 - Ambulance Driver	19.60
12011 - Breath Alcohol Technician	26.37
12012 - Certified Occupational	35.18
Therapist Assistant	

12015 - Certified Physical Therapist Assistant	36.83
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	53.00
12030 - EKG Technician	36.47
12035 - Electroneurodiagnostic Technologist	36.47
12040 - Emergency Medical Technician	19.60
12071 - Licensed Practical Nurse I	23.58
12072 - Licensed Practical Nurse II	26.37
12073 - Licensed Practical Nurse III	29.39
12100 - Medical Assistant	17.82
12130 - Medical Laboratory Technician	28.43
12160 - Medical Record Clerk	20.99
12190 - Medical Record Technician	23.47
12195 - Medical Transcriptionist	23.58
12210 - Nuclear Medicine Technologist	57.21
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.81
12223 - Nursing Assistant III	16.16
12224 - Nursing Assistant IV	18.15
12235 - Optical Dispenser	23.55
12236 - Optical Technician	17.81
12250 - Pharmacy Technician	21.86
12280 - Phlebotomist	21.28
12305 - Radiologic Technologist	43.43
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	32.67
12320 - Substance Abuse Treatment Counselor	26.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.14
13012 - Exhibits Specialist II	32.39
13013 - Exhibits Specialist III	39.61
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	39.51
13050 - Library Aide/Clerk	17.49

13054 - Library Information	35.68
Technology Systems	
Administrator	
13058 - Library Technician	22.56
13061 - Media Specialist I	25.75
13062 - Media Specialist II	28.80
13063 - Media Specialist III	32.10
13071 - Photographer I	20.70
13072 - Photographer II	23.14
13073 - Photographer III	29.27
13074 - Photographer IV	36.92
13075 - Photographer V	44.67
13090 - Technical Order Library	21.97
Clerk	
13110 - Video Teleconference	26.73
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.06
14042 - Computer Operator II	23.55
14043 - Computer Operator III	26.25
14044 - Computer Operator IV	29.17
14045 - Computer Operator V	32.31
14071 - Computer Programmer I	(see 1) 27.42
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	21.06
Operator	
14160 - Personal Computer Support	29.17
Technician	
14170 - System Support Specialist	34.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.97
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.53
Instructor (Rated)	
15030 - Air Crew Training Devices	52.17
Instructor (Pilot)	
15050 - Computer Based Training	35.97
Specialist / Instructor	
15060 - Educational Technologist	42.92
15070 - Flight Instructor (Pilot)	52.17
15080 - Graphic Artist	29.41
15085 - Maintenance Test Pilot Fixed	52.17
Jet/Prop	

15086 - Maintenance Test Pilot	52.17
Rotary Wing	
15088 - Non-Maintenance Test/Co-Pilot	52.17
15090 - Technical Instructor	28.22
15095 - Technical Instructor/Course Developer	34.52
15110 - Test Proctor	22.78
15120 - Tutor	22.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	
16030 - Counter Attendant	
16040 - Dry Cleaner	
16070 - Finisher Flatwork Machine	
16090 - Presser Hand	
16110 - Presser Machine Drycleaning	
16130 - Presser Machine Shirts	
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	
16220 - Tailor	
16250 - Washer Machine	
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.62
19040 - Tool And Die Maker	29.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.65
21030 - Material Coordinator	24.55
21040 - Material Expediter	24.55
21050 - Material Handling Laborer	15.03
21071 - Order Filler	14.94
21080 - Production Line Worker (Food Processing)	17.65
21110 - Shipping Packer	16.65
21130 - Shipping/Receiving Clerk	16.65
21140 - Store Worker I	15.79
21150 - Stock Clerk	19.04
21210 - Tools And Parts Attendant	17.65
21410 - Warehouse Specialist	17.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.09
23019 - Aircraft Logs and Records Technician	29.72
23021 - Aircraft Mechanic I	35.96
23022 - Aircraft Mechanic II	38.09

23023 - Aircraft Mechanic III	39.57
23040 - Aircraft Mechanic Helper	25.21
23050 - Aircraft Painter	33.87
23060 - Aircraft Servicer	29.72
23070 - Aircraft Survival Flight	33.87
Equipment Technician	
23080 - Aircraft Worker	31.82
23091 - Aircrew Life Support	31.82
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.96
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.11
23120 - Bicycle Repairer	18.72
23125 - Cable Splicer	48.28
23130 - Carpenter Maintenance	31.55
23140 - Carpet Layer	22.21
23160 - Electrician Maintenance	34.67
23181 - Electronics Technician	27.21
Maintenance I	
23182 - Electronics Technician	28.97
Maintenance II	
23183 - Electronics Technician	30.75
Maintenance III	
23260 - Fabric Worker	31.78
23290 - Fire Alarm System Mechanic	26.87
23310 - Fire Extinguisher Repairer	23.18
23311 - Fuel Distribution System	37.54
Mechanic	
23312 - Fuel Distribution System	28.70
Operator	
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment	35.96
Mechanic	
23381 - Ground Support Equipment	29.72
Servicer	
23382 - Ground Support Equipment	31.82
Worker	
23391 - Gunsmith I	23.18
23392 - Gunsmith II	26.83
23393 - Gunsmith III	30.31
23410 - Heating Ventilation And Air-	
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	34.55
23440 - Heavy Equipment Operator	41.98

23460 - Instrument Mechanic	32.82
23465 - Laboratory/Shelter Mechanic	28.55
23470 - Laborer	15.03
23510 - Locksmith	27.54
23530 - Machinery Maintenance	28.08
Mechanic	
23550 - Machinist Maintenance	25.41
23580 - Maintenance Trades Helper	16.18
23591 - Metrology Technician I	32.82
23592 - Metrology Technician II	34.76
23593 - Metrology Technician III	36.12
23640 - Millwright	30.14
23710 - Office Appliance Repairer	22.93
23760 - Painter Maintenance	25.75
23790 - Pipefitter Maintenance	28.53
23810 - Plumber Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	30.31
23850 - Rigger	28.24
23870 - Scale Mechanic	26.83
23890 - Sheet-Metal Worker	24.87
Maintenance	
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic	33.07
I	
23932 - Telecommunications Mechanic	35.02
II	
23950 - Telephone Lineman	31.93
23960 - Welder Combination	20.02
Maintenance	
23965 - Well Driller	31.90
23970 - Woodcraft Worker	30.31
23980 - Woodworker	23.18
24000 - Personal Needs Occupations	
24550 - Case Manager	19.25
24570 - Child Care Attendant	14.39
24580 - Child Care Center Clerk	17.94
24610 - Chore Aide	13.74
24620 - Family Readiness And Support	19.25
Services	
Coordinator	
24630 - Homemaker	19.25
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	37.56
25040 - Sewage Plant Operator	38.29
25070 - Stationary Engineer	37.56
25190 - Ventilation Equipment Tender	26.33
25210 - Water Treatment Plant	38.29
Operator	
27000 - Protective Service Occupations	

27004 - Alarm Monitor	34.26
27007 - Baggage Inspector	15.12
27008 - Corrections Officer	35.81
27010 - Court Security Officer	39.56
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	35.81
27070 - Firefighter	43.69
27101 - Guard I	15.12
27102 - Guard II	23.77
27131 - Police Officer I	50.19
27132 - Police Officer II	55.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.92
28042 - Carnival Equipment Repairer	19.54
28043 - Carnival Worker	13.89
28210 - Gate Attendant/Gate Tender	19.68
28310 - Lifeguard	17.30
28350 - Park Attendant (Aide)	22.01
28510 - Recreation Aide/Health	16.06
Facility Attendant	
28515 - Recreation Specialist	27.27
28630 - Sports Official	17.52
28690 - Swimming Pool Operator	22.61
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	32.18
29020 - Hatch Tender	32.18
29030 - Line Handler	32.18
29041 - Stevedore I	30.05
29042 - Stevedore II	34.25
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	46.00
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.72
Specialist Station (HFO)	
30012 - Air Traffic Control	34.93
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.81
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46
30040 - Civil Engineering Technician	34.37
30051 - Cryogenic Technician I	30.40
30052 - Cryogenic Technician II	33.58
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.81
30063 - Drafter/CAD Operator III	31.00
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09

30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	28.59
30095 - Evidence Control Specialist	27.45
30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	39.53
30222 - Latent Fingerprint Technician II	43.66
30240 - Mathematical Technician	41.04
30361 - Paralegal/Legal Assistant I	22.76
30362 - Paralegal/Legal Assistant II	28.19
30363 - Paralegal/Legal Assistant III	34.48
30364 - Paralegal/Legal Assistant IV	41.73
30375 - Petroleum Supply Specialist	33.58
30390 - Photo-Optics Technician	33.92
30395 - Radiation Control Technician	33.58
30461 - Technical Writer I	27.89
30462 - Technical Writer II	34.12
30463 - Technical Writer III	41.29
30491 - Unexploded Ordnance (UXO) Technician I	29.24
30492 - Unexploded Ordnance (UXO) Technician II	35.37
30493 - Unexploded Ordnance (UXO) Technician III	42.40
30494 - Unexploded (UXO) Safety Escort	29.24
30495 - Unexploded (UXO) Sweep Personnel	29.24
30501 - Weather Forecaster I	30.40
30502 - Weather Forecaster II	36.98
30620 - Weather Observer Combined (see 2)	31.00
30621 - Weather Observer Senior (see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.37
31020 - Bus Aide	17.17
31030 - Bus Driver	22.85
31043 - Driver Courier	17.23
31260 - Parking and Lot Attendant	14.46
31290 - Shuttle Bus Driver	17.71
31310 - Taxi Driver	16.86
31361 - Truckdriver Light	18.79
31362 - Truckdriver Medium	20.63

31363 - Truckdriver Heavy	23.70
31364 - Truckdriver Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.25
99030 - Cashier	14.06
99050 - Desk Clerk	14.67
99095 - Embalmer	28.06
99130 - Flight Follower	29.24
99251 - Laboratory Animal Caretaker	15.81
I	
99252 - Laboratory Animal Caretaker	17.24
II	
99260 - Marketing Analyst	31.96
99310 - Mortician	34.35
99410 - Pest Controller	19.10
99510 - Photofinishing Worker	18.97
99710 - Recycling Laborer	29.88
99711 - Recycling Specialist	36.07
99730 - Refuse Collector	27.47
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	16.85
99830 - Survey Party Chief	58.01
99831 - Surveying Aide	32.48
99832 - Surveying Technician	42.69
99840 - Vending Machine Attendant	15.46
99841 - Vending Machine Repairer	19.19
99842 - Vending Machine Repairer	15.46

Helper

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.

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)).

Standard Wage Determination No.: 2015-5647

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5647
Revision No.: 15
Date Of Last Revision: 02/02/2022

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Santa Barbara

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.47
01012 - Accounting Clerk II		21.87
01013 - Accounting Clerk III		24.45
01020 - Administrative Assistant		34.35
01035 - Court Reporter		25.67
01041 - Customer Service Representative I		15.23
01042 - Customer Service Representative II		16.90

01043 - Customer Service Representative III	18.66
01051 - Data Entry Operator I	16.00
01052 - Data Entry Operator II	17.46
01060 - Dispatcher Motor Vehicle	20.77
01070 - Document Preparation Clerk	17.08
01090 - Duplicating Machine Operator	17.08
01111 - General Clerk I	15.30
01112 - General Clerk II	16.69
01113 - General Clerk III	18.75
01120 - Housing Referral Assistant	22.50
01141 - Messenger Courier	15.57
01191 - Order Clerk I	17.97
01192 - Order Clerk II	19.61
01261 - Personnel Assistant (Employment) I	18.47
01262 - Personnel Assistant (Employment) II	20.66
01263 - Personnel Assistant (Employment) III	23.03
01270 - Production Control Clerk	27.15
01290 - Rental Clerk	16.97
01300 - Scheduler Maintenance	18.04
01311 - Secretary I	18.04
01312 - Secretary II	20.18
01313 - Secretary III	22.50
01320 - Service Order Dispatcher	18.57
01410 - Supply Technician	34.35
01420 - Survey Worker	21.81
01460 - Switchboard Operator/Receptionist	17.11
01531 - Travel Clerk I	14.81
01532 - Travel Clerk II	15.52
01533 - Travel Clerk III	16.54
01611 - Word Processor I	21.32
01612 - Word Processor II	23.95
01613 - Word Processor III	26.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.92
Fiberglass	
05010 - Automotive Electrician	22.23
05040 - Automotive Glass Installer	21.29
05070 - Automotive Worker	21.29
05110 - Mobile Equipment Servicer	19.12
05130 - Motor Equipment Metal	23.11
Mechanic	
05160 - Motor Equipment Metal Worker	21.29
05190 - Motor Vehicle Mechanic	23.11
05220 - Motor Vehicle Mechanic Helper	17.54

05250 - Motor Vehicle Upholstery Worker	20.25
05280 - Motor Vehicle Wrecker	21.29
05310 - Painter Automotive	22.23
05340 - Radiator Repair Specialist	21.29
05370 - Tire Repairer	16.43
05400 - Transmission Repair Specialist	23.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.14
07041 - Cook I	18.61
07042 - Cook II	20.72
07070 - Dishwasher	14.06
07130 - Food Service Worker	14.37
07210 - Meat Cutter	17.93
07260 - Waiter/Waitress	14.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.91
09040 - Furniture Handler	14.16
09080 - Furniture Refinisher	21.91
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer Minor	19.95
09130 - Upholsterer	21.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	15.57
11090 - Gardener	20.12
11122 - Housekeeping Aide	15.57
11150 - Janitor	15.57
11210 - Laborer Grounds Maintenance	15.14
11240 - Maid or Houseman	14.38
11260 - Pruner	13.47
11270 - Tractor Operator	18.47
11330 - Trail Maintenance Worker	15.14
11360 - Window Cleaner	17.50
12000 - Health Occupations	
12010 - Ambulance Driver	20.90
12011 - Breath Alcohol Technician	26.88
12012 - Certified Occupational Therapist Assistant	36.88
12015 - Certified Physical Therapist Assistant	33.22
12020 - Dental Assistant	21.41
12025 - Dental Hygienist	56.55
12030 - EKG Technician	35.18
12035 - Electroneurodiagnostic Technologist	35.18

12040 - Emergency Medical Technician	20.90
12071 - Licensed Practical Nurse I	24.04
12072 - Licensed Practical Nurse II	26.88
12073 - Licensed Practical Nurse III	29.96
12100 - Medical Assistant	17.71
12130 - Medical Laboratory Technician	29.51
Technician	
12160 - Medical Record Clerk	21.01
12190 - Medical Record Technician	23.49
12195 - Medical Transcriptionist	20.98
12210 - Nuclear Medicine Technologist	59.07
Technologist	
12221 - Nursing Assistant I	13.53
12222 - Nursing Assistant II	15.20
12223 - Nursing Assistant III	16.59
12224 - Nursing Assistant IV	18.63
12235 - Optical Dispenser	24.22
12236 - Optical Technician	24.04
12250 - Pharmacy Technician	23.43
12280 - Phlebotomist	23.92
12305 - Radiologic Technologist	43.55
12311 - Registered Nurse I	29.87
12312 - Registered Nurse II	36.54
12313 - Registered Nurse II	36.54
Specialist	
12314 - Registered Nurse III	44.20
12315 - Registered Nurse III	44.20
Anesthetist	
12316 - Registered Nurse IV	52.99
12317 - Scheduler (Drug and Alcohol Testing)	33.30
Testing)	
12320 - Substance Abuse Treatment Counselor	24.86
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	26.37
13012 - Exhibits Specialist II	32.66
13013 - Exhibits Specialist III	39.95
13041 - Illustrator I	27.62
13042 - Illustrator II	34.21
13043 - Illustrator III	41.85
13047 - Librarian	37.89
13050 - Library Aide/Clerk	18.25
13054 - Library Information Technology Systems Administrator	34.21
Technology Systems Administrator	
13058 - Library Technician	22.74
13061 - Media Specialist I	24.70
13062 - Media Specialist II	27.62
13063 - Media Specialist III	30.78

13071 - Photographer I	22.14
13072 - Photographer II	24.77
13073 - Photographer III	30.67
13074 - Photographer IV	37.53
13075 - Photographer V	41.87
13090 - Technical Order Library	20.92
Clerk	
13110 - Video Teleconference	22.01
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.44
14042 - Computer Operator II	23.99
14043 - Computer Operator III	26.74
14044 - Computer Operator IV	29.71
14045 - Computer Operator V	32.90
14071 - Computer Programmer I	(see 1) 25.74
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	21.44
Operator	
14160 - Personal Computer Support	29.71
Technician	
14170 - System Support Specialist	37.99
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	38.62
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	46.73
Instructor (Rated)	
15030 - Air Crew Training Devices	56.00
Instructor (Pilot)	
15050 - Computer Based Training	37.43
Specialist / Instructor	
15060 - Educational Technologist	36.10
15070 - Flight Instructor (Pilot)	56.00
15080 - Graphic Artist	24.98
15085 - Maintenance Test Pilot Fixed	56.00
Jet/Prop	
15086 - Maintenance Test Pilot	56.00
Rotary Wing	
15088 - Non-Maintenance Test/Co-	56.00
Pilot	
15090 - Technical Instructor	26.89
15095 - Technical Instructor/Course	32.90
Developer	
15110 - Test Proctor	21.71

15120 - Tutor	21.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.26
19040 - Tool And Die Maker	30.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.97
21030 - Material Coordinator	27.15
21040 - Material Expediter	27.15
21050 - Material Handling Laborer	16.24
21071 - Order Filler	15.11
21080 - Production Line Worker (Food Processing)	15.97
21110 - Shipping Packer	17.80
21130 - Shipping/Receiving Clerk	17.80
21140 - Store Worker I	14.58
21150 - Stock Clerk	19.24
21210 - Tools And Parts Attendant	15.97
21410 - Warehouse Specialist	15.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.02
23019 - Aircraft Logs and Records Technician	26.18
23021 - Aircraft Mechanic I	29.78
23022 - Aircraft Mechanic II	31.02
23023 - Aircraft Mechanic III	32.14
23040 - Aircraft Mechanic Helper	22.67
23050 - Aircraft Painter	28.63
23060 - Aircraft Servicer	26.18
23070 - Aircraft Survival Flight Equipment Technician	28.63
23080 - Aircraft Worker	27.39

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.39
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.78
23110 - Appliance Mechanic	25.83
23120 - Bicycle Repairer	22.57
23125 - Cable Splicer	27.83
23130 - Carpenter Maintenance	31.91
23140 - Carpet Layer	25.13
23160 - Electrician Maintenance	33.64
23181 - Electronics Technician Maintenance I	29.73
23182 - Electronics Technician Maintenance II	31.06
23183 - Electronics Technician Maintenance III	32.28
23260 - Fabric Worker	23.92
23290 - Fire Alarm System Mechanic	27.29
23310 - Fire Extinguisher Repairer	22.57
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	23.62
23370 - General Maintenance Worker	21.18
23380 - Ground Support Equipment Mechanic	29.78
23381 - Ground Support Equipment Servicer	26.18
23382 - Ground Support Equipment Worker	27.39
23391 - Gunsmith I	22.57
23392 - Gunsmith II	25.13
23393 - Gunsmith III	27.29
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.05
23430 - Heavy Equipment Mechanic	30.80
23440 - Heavy Equipment Operator	31.14
23460 - Instrument Mechanic	27.29
23465 - Laboratory/Shelter Mechanic	26.26
23470 - Laborer	16.24
23510 - Locksmith	26.26
23530 - Machinery Maintenance Mechanic	32.40
23550 - Machinist Maintenance	22.98

23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	27.29
23592 - Metrology Technician II	28.45
23593 - Metrology Technician III	29.45
23640 - Millwright	27.29
23710 - Office Appliance Repairer	23.39
23760 - Painter Maintenance	21.20
23790 - Pipefitter Maintenance	32.84
23810 - Plumber Maintenance	31.60
23820 - Pneudraulic Systems Mechanic	27.29
23850 - Rigger	26.87
23870 - Scale Mechanic	25.13
23890 - Sheet-Metal Worker	29.84
Maintenance	
23910 - Small Engine Mechanic	24.72
23931 - Telecommunications Mechanic	27.29
I	
23932 - Telecommunications Mechanic	28.45
II	
23950 - Telephone Lineman	27.29
23960 - Welder Combination	24.49
Maintenance	
23965 - Well Driller	26.96
23970 - Woodcraft Worker	27.29
23980 - Woodworker	22.57
24000 - Personal Needs Occupations	
24550 - Case Manager	21.09
24570 - Child Care Attendant	15.82
24580 - Child Care Center Clerk	20.24
24610 - Chore Aide	14.50
24620 - Family Readiness And Support	21.09
Services	
Coordinator	
24630 - Homemaker	21.09
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.29
25040 - Sewage Plant Operator	32.64
25070 - Stationary Engineer	27.29
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant	32.64
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.23
27007 - Baggage Inspector	15.49
27008 - Corrections Officer	37.29
27010 - Court Security Officer	37.29
27030 - Detection Dog Handler	17.32
27040 - Detention Officer	37.29
27070 - Firefighter	36.80

27101 - Guard I	15.49
27102 - Guard II	16.00
27131 - Police Officer I	47.03
27132 - Police Officer II	52.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.06
28042 - Carnival Equipment Repairer	19.67
28043 - Carnival Worker	13.17
28210 - Gate Attendant/Gate Tender	18.37
28310 - Lifeguard	15.15
28350 - Park Attendant (Aide)	20.55
28510 - Recreation Aide/Health	14.99
Facility Attendant	
28515 - Recreation Specialist	25.45
28630 - Sports Official	16.36
28690 - Swimming Pool Operator	22.07
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	30.87
29020 - Hatch Tender	30.87
29030 - Line Handler	30.87
29041 - Stevedore I	29.37
29042 - Stevedore II	32.25
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	46.00
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	31.72
Specialist Station (HFO)	
30012 - Air Traffic Control	34.93
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.49
30022 - Archeological Technician II	24.05
30023 - Archeological Technician III	29.78
30030 - Cartographic Technician	29.78
30040 - Civil Engineering Technician	34.09
30051 - Cryogenic Technician I	32.98
30052 - Cryogenic Technician II	36.42
30061 - Drafter/CAD Operator I	21.49
30062 - Drafter/CAD Operator II	24.05
30063 - Drafter/CAD Operator III	26.80
30064 - Drafter/CAD Operator IV	32.98
30081 - Engineering Technician I	18.15
30082 - Engineering Technician II	20.70
30083 - Engineering Technician III	23.15
30084 - Engineering Technician IV	29.71
30085 - Engineering Technician V	35.08
30086 - Engineering Technician VI	42.45
30090 - Environmental Technician	30.42
30095 - Evidence Control Specialist	29.78
30210 - Laboratory Technician	25.43

30221 - Latent Fingerprint Technician I	32.98
30222 - Latent Fingerprint Technician II	36.42
30240 - Mathematical Technician	29.78
30361 - Paralegal/Legal Assistant I	21.56
30362 - Paralegal/Legal Assistant II	26.71
30363 - Paralegal/Legal Assistant III	32.67
30364 - Paralegal/Legal Assistant IV	39.52
30375 - Petroleum Supply Specialist	36.42
30390 - Photo-Optics Technician	29.78
30395 - Radiation Control Technician	36.42
30461 - Technical Writer I	28.66
30462 - Technical Writer II	35.16
30463 - Technical Writer III	42.55
30491 - Unexploded Ordnance (UXO) Technician I	29.24
30492 - Unexploded Ordnance (UXO) Technician II	35.37
30493 - Unexploded Ordnance (UXO) Technician III	42.40
30494 - Unexploded (UXO) Safety Escort	29.24
30495 - Unexploded (UXO) Sweep Personnel	29.24
30501 - Weather Forecaster I	32.98
30502 - Weather Forecaster II	40.12
30620 - Weather Observer Combined (see 2)	26.80
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.37
31020 - Bus Aide	19.33
31030 - Bus Driver	27.49
31043 - Driver Courier	18.40
31260 - Parking and Lot Attendant	13.93
31290 - Shuttle Bus Driver	19.13
31310 - Taxi Driver	15.84
31361 - Truckdriver Light	20.04
31362 - Truckdriver Medium	21.23
31363 - Truckdriver Heavy	23.28
31364 - Truckdriver Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.25
99030 - Cashier	13.67
99050 - Desk Clerk	14.58
99095 - Embalmer	29.24

99130 - Flight Follower	29.24
99251 - Laboratory Animal Caretaker	18.55
I	
99252 - Laboratory Animal Caretaker	20.21
II	
99260 - Marketing Analyst	31.80
99310 - Mortician	29.24
99410 - Pest Controller	19.57
99510 - Photofinishing Worker	16.31
99710 - Recycling Laborer	26.83
99711 - Recycling Specialist	31.50
99730 - Refuse Collector	23.87
99810 - Sales Clerk	14.21
99820 - School Crossing Guard	16.61
99830 - Survey Party Chief	34.24
99831 - Surveying Aide	22.54
99832 - Surveying Technician	30.93
99840 - Vending Machine Attendant	21.14
99841 - Vending Machine Repairer	25.64
99842 - Vending Machine Repairer	21.14
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5649

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5649
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Santa Cruz

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.12
01012 - Accounting Clerk II		22.60
01013 - Accounting Clerk III		25.27
01020 - Administrative Assistant		31.71
01035 - Court Reporter		26.02
01041 - Customer Service Representative I		16.56
01042 - Customer Service Representative II		18.07

01043 - Customer Service Representative III	20.30
01051 - Data Entry Operator I	19.39
01052 - Data Entry Operator II	21.16
01060 - Dispatcher Motor Vehicle	29.13
01070 - Document Preparation Clerk	17.52
01090 - Duplicating Machine Operator	17.52
01111 - General Clerk I	16.35
01112 - General Clerk II	17.84
01113 - General Clerk III	20.04
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.32
01191 - Order Clerk I	18.68
01192 - Order Clerk II	20.38
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01290 - Rental Clerk	17.70
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	31.71
01420 - Survey Worker	22.72
01460 - Switchboard Operator/Receptionist	17.61
01531 - Travel Clerk I	15.57
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.86
Fiberglass	
05010 - Automotive Electrician	22.94
05040 - Automotive Glass Installer	21.71
05070 - Automotive Worker	21.71
05110 - Mobile Equipment Servicer	19.56
05130 - Motor Equipment Metal	24.19
Mechanic	
05160 - Motor Equipment Metal Worker	21.71
05190 - Motor Vehicle Mechanic	24.19
05220 - Motor Vehicle Mechanic Helper	18.56

05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.71
05310 - Painter Automotive	22.94
05340 - Radiator Repair Specialist	21.71
05370 - Tire Repairer	16.08
05400 - Transmission Repair Specialist	24.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.14
07041 - Cook I	17.40
07042 - Cook II	19.75
07070 - Dishwasher	13.45
07130 - Food Service Worker	14.17
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	13.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.20
09040 - Furniture Handler	17.46
09080 - Furniture Refinisher	27.20
09090 - Furniture Refinisher Helper	20.97
09110 - Furniture Repairer Minor	24.26
09130 - Upholsterer	27.20
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.20
11060 - Elevator Operator	15.20
11090 - Gardener	23.76
11122 - Housekeeping Aide	17.06
11150 - Janitor	17.06
11210 - Laborer Grounds Maintenance	18.40
11240 - Maid or Houseman	14.64
11260 - Pruner	16.55
11270 - Tractor Operator	22.10
11330 - Trail Maintenance Worker	18.40
11360 - Window Cleaner	18.98
12000 - Health Occupations	
12010 - Ambulance Driver	28.41
12011 - Breath Alcohol Technician	27.55
12012 - Certified Occupational Therapist Assistant	37.80
12015 - Certified Physical Therapist Assistant	37.80
12020 - Dental Assistant	24.56
12025 - Dental Hygienist	57.98
12030 - EKG Technician	41.74
12035 - Electroneurodiagnostic Technologist	41.74

12040 - Emergency Medical Technician	28.41
12071 - Licensed Practical Nurse I	24.62
12072 - Licensed Practical Nurse II	27.55
12073 - Licensed Practical Nurse III	30.71
12100 - Medical Assistant	21.00
12130 - Medical Laboratory Technician	32.03
Technician	
12160 - Medical Record Clerk	23.10
12190 - Medical Record Technician	25.85
12195 - Medical Transcriptionist	24.62
12210 - Nuclear Medicine Technologist	60.53
Technologist	
12221 - Nursing Assistant I	14.57
12222 - Nursing Assistant II	16.37
12223 - Nursing Assistant III	17.87
12224 - Nursing Assistant IV	20.07
12235 - Optical Dispenser	23.50
12236 - Optical Technician	24.62
12250 - Pharmacy Technician	21.65
12280 - Phlebotomist	23.89
12305 - Radiologic Technologist	44.91
12311 - Registered Nurse I	38.74
12312 - Registered Nurse II	47.39
12313 - Registered Nurse II	47.39
Specialist	
12314 - Registered Nurse III	62.83
12315 - Registered Nurse III	62.83
Anesthetist	
12316 - Registered Nurse IV	68.72
12317 - Scheduler (Drug and Alcohol Testing)	34.13
Testing)	
12320 - Substance Abuse Treatment Counselor	19.83
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	27.67
13012 - Exhibits Specialist II	34.27
13013 - Exhibits Specialist III	41.93
13041 - Illustrator I	27.67
13042 - Illustrator II	34.27
13043 - Illustrator III	41.93
13047 - Librarian	37.96
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	34.27
Technology Systems Administrator	
13058 - Library Technician	26.04
13061 - Media Specialist I	24.73
13062 - Media Specialist II	27.67
13063 - Media Specialist III	30.84

13071 - Photographer I	24.73
13072 - Photographer II	27.67
13073 - Photographer III	34.27
13074 - Photographer IV	41.93
13075 - Photographer V	50.72
13090 - Technical Order Library	21.95
Clerk	
13110 - Video Teleconference	24.73
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	20.93
14042 - Computer Operator II	23.42
14043 - Computer Operator III	26.11
14044 - Computer Operator IV	29.01
14045 - Computer Operator V	32.13
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	20.93
Operator	
14160 - Personal Computer Support	29.01
Technician	
14170 - System Support Specialist	37.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	37.40
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	45.26
Instructor (Rated)	
15030 - Air Crew Training Devices	54.24
Instructor (Pilot)	
15050 - Computer Based Training	37.40
Specialist / Instructor	
15060 - Educational Technologist	33.44
15070 - Flight Instructor (Pilot)	54.24
15080 - Graphic Artist	28.44
15085 - Maintenance Test Pilot Fixed	54.09
Jet/Prop	
15086 - Maintenance Test Pilot	54.09
Rotary Wing	
15088 - Non-Maintenance Test/Co-	54.09
Pilot	
15090 - Technical Instructor	33.32
15095 - Technical Instructor/Course	40.76
Developer	
15110 - Test Proctor	26.90

15120 - Tutor	26.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	18.73
16030 - Counter Attendant	18.73
16040 - Dry Cleaner	21.40
16070 - Finisher Flatwork Machine	18.73
16090 - Presser Hand	18.73
16110 - Presser Machine Drycleaning	18.73
16130 - Presser Machine Shirts	18.73
16160 - Presser Machine Wearing	18.73
Apparel Laundry	
16190 - Sewing Machine Operator	22.29
16220 - Tailor	23.18
16250 - Washer Machine	19.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.44
19040 - Tool And Die Maker	35.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.54
21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	16.60
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	20.54
21110 - Shipping Packer	17.55
21130 - Shipping/Receiving Clerk	17.55
21140 - Store Worker I	17.84
21150 - Stock Clerk	23.28
21210 - Tools And Parts Attendant	20.54
21410 - Warehouse Specialist	20.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.62
23019 - Aircraft Logs and Records Technician	26.25
23021 - Aircraft Mechanic I	31.04
23022 - Aircraft Mechanic II	32.62
23023 - Aircraft Mechanic III	33.99
23040 - Aircraft Mechanic Helper	22.69
23050 - Aircraft Painter	29.44
23060 - Aircraft Servicer	26.25
23070 - Aircraft Survival Flight Equipment Technician	29.44
23080 - Aircraft Worker	27.85

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.04
23110 - Appliance Mechanic	29.44
23120 - Bicycle Repairer	16.96
23125 - Cable Splicer	31.04
23130 - Carpenter Maintenance	33.36
23140 - Carpet Layer	27.85
23160 - Electrician Maintenance	35.53
23181 - Electronics Technician Maintenance I	28.68
23182 - Electronics Technician Maintenance II	30.29
23183 - Electronics Technician Maintenance III	32.13
23260 - Fabric Worker	26.25
23290 - Fire Alarm System Mechanic	31.04
23310 - Fire Extinguisher Repairer	24.55
23311 - Fuel Distribution System Mechanic	31.04
23312 - Fuel Distribution System Operator	24.55
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	31.04
23381 - Ground Support Equipment Servicer	26.25
23382 - Ground Support Equipment Worker	27.85
23391 - Gunsmith I	24.55
23392 - Gunsmith II	27.85
23393 - Gunsmith III	31.04
23410 - Heating Ventilation And Air- Conditioning Mechanic	34.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	36.73
23430 - Heavy Equipment Mechanic	31.04
23440 - Heavy Equipment Operator	35.10
23460 - Instrument Mechanic	31.04
23465 - Laboratory/Shelter Mechanic	29.44
23470 - Laborer	16.60
23510 - Locksmith	27.54
23530 - Machinery Maintenance Mechanic	28.30
23550 - Machinist Maintenance	27.58

23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	31.04
23592 - Metrology Technician II	32.62
23593 - Metrology Technician III	33.99
23640 - Millwright	31.04
23710 - Office Appliance Repairer	29.44
23760 - Painter Maintenance	23.40
23790 - Pipefitter Maintenance	32.29
23810 - Plumber Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	31.04
23850 - Rigger	31.04
23870 - Scale Mechanic	27.85
23890 - Sheet-Metal Worker	35.92
Maintenance	
23910 - Small Engine Mechanic	27.85
23931 - Telecommunications Mechanic	38.32
I	
23932 - Telecommunications Mechanic	40.28
II	
23950 - Telephone Lineman	33.94
23960 - Welder Combination	25.89
Maintenance	
23965 - Well Driller	31.07
23970 - Woodcraft Worker	31.04
23980 - Woodworker	24.55
24000 - Personal Needs Occupations	
24550 - Case Manager	20.64
24570 - Child Care Attendant	14.45
24580 - Child Care Center Clerk	18.01
24610 - Chore Aide	14.67
24620 - Family Readiness And Support	20.64
Services	
Coordinator	
24630 - Homemaker	20.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	36.91
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant	36.91
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.78
27007 - Baggage Inspector	14.37
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20

27101 - Guard I	14.37
27102 - Guard II	17.06
27131 - Police Officer I	47.62
27132 - Police Officer II	52.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.59
28042 - Carnival Equipment Repairer	19.04
28043 - Carnival Worker	13.18
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	17.92
28350 - Park Attendant (Aide)	19.87
28510 - Recreation Aide/Health	15.30
Facility Attendant	
28515 - Recreation Specialist	39.40
28630 - Sports Official	15.82
28690 - Swimming Pool Operator	21.59
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.85
29020 - Hatch Tender	27.85
29030 - Line Handler	27.85
29041 - Stevedore I	26.25
29042 - Stevedore II	29.44
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	49.14
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
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	30.55
30051 - Cryogenic Technician I	31.90
30052 - Cryogenic Technician II	35.23
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	30.51
30095 - Evidence Control Specialist	28.25
30210 - Laboratory Technician	25.92

30221 - Latent Fingerprint Technician I	31.90
30222 - Latent Fingerprint Technician II	35.23
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.18
30362 - Paralegal/Legal Assistant II	28.66
30363 - Paralegal/Legal Assistant III	35.07
30364 - Paralegal/Legal Assistant IV	42.42
30375 - Petroleum Supply Specialist	34.55
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	34.55
30461 - Technical Writer I	28.80
30462 - Technical Writer II	35.23
30463 - Technical Writer III	42.62
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 (see 2)	32.03
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	18.51
31030 - Bus Driver	25.72
31043 - Driver Courier	17.92
31260 - Parking and Lot Attendant	13.05
31290 - Shuttle Bus Driver	21.33
31310 - Taxi Driver	21.12
31361 - Truckdriver Light	19.39
31362 - Truckdriver Medium	20.74
31363 - Truckdriver Heavy	25.03
31364 - Truckdriver Tractor-Trailer	25.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	14.45
99050 - Desk Clerk	15.93
99095 - Embalmer	31.23

99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker	17.30
I	
99252 - Laboratory Animal Caretaker	18.72
II	
99260 - Marketing Analyst	32.53
99310 - Mortician	31.23
99410 - Pest Controller	29.38
99510 - Photofinishing Worker	16.41
99710 - Recycling Laborer	29.90
99711 - Recycling Specialist	35.93
99730 - Refuse Collector	26.91
99810 - Sales Clerk	15.27
99820 - School Crossing Guard	19.02
99830 - Survey Party Chief	32.77
99831 - Surveying Aide	16.49
99832 - Surveying Technician	20.79
99840 - Vending Machine Attendant	25.39
99841 - Vending Machine Repairer	30.80
99842 - Vending Machine Repairer	25.39
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5651

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5651
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Sonoma

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.81
01012 - Accounting Clerk II		24.50
01013 - Accounting Clerk III		27.40
01020 - Administrative Assistant		33.07
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		16.88
01042 - Customer Service Representative II		18.96

01043 - Customer Service Representative III	20.71
01051 - Data Entry Operator I	16.92
01052 - Data Entry Operator II	18.46
01060 - Dispatcher Motor Vehicle	29.13
01070 - Document Preparation Clerk	21.69
01090 - Duplicating Machine Operator	21.69
01111 - General Clerk I	16.76
01112 - General Clerk II	18.29
01113 - General Clerk III	20.54
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	15.52
01191 - Order Clerk I	19.21
01192 - Order Clerk II	20.97
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01290 - Rental Clerk	20.58
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.51
01410 - Supply Technician	33.07
01420 - Survey Worker	24.95
01460 - Switchboard Operator/Receptionist	18.15
01531 - Travel Clerk I	20.24
01532 - Travel Clerk II	22.04
01533 - Travel Clerk III	23.87
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	39.50
Fiberglass	
05010 - Automotive Electrician	26.18
05040 - Automotive Glass Installer	24.77
05070 - Automotive Worker	24.77
05110 - Mobile Equipment Servicer	21.83
05130 - Motor Equipment Metal	27.60
Mechanic	
05160 - Motor Equipment Metal Worker	24.77
05190 - Motor Vehicle Mechanic	27.60
05220 - Motor Vehicle Mechanic Helper	20.18

05250 - Motor Vehicle Upholstery Worker	23.35
05280 - Motor Vehicle Wrecker	24.77
05310 - Painter Automotive	26.18
05340 - Radiator Repair Specialist	24.77
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	27.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.23
07041 - Cook I	18.88
07042 - Cook II	21.42
07070 - Dishwasher	14.78
07130 - Food Service Worker	14.74
07210 - Meat Cutter	17.25
07260 - Waiter/Waitress	14.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.37
09040 - Furniture Handler	17.29
09080 - Furniture Refinisher	23.97
09090 - Furniture Refinisher Helper	19.73
09110 - Furniture Repairer Minor	21.87
09130 - Upholsterer	29.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.54
11060 - Elevator Operator	16.27
11090 - Gardener	24.31
11122 - Housekeeping Aide	16.27
11150 - Janitor	16.27
11210 - Laborer Grounds Maintenance	18.71
11240 - Maid or Houseman	15.15
11260 - Pruner	16.83
11270 - Tractor Operator	22.47
11330 - Trail Maintenance Worker	18.71
11360 - Window Cleaner	18.08
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	31.53
12012 - Certified Occupational Therapist Assistant	41.32
12015 - Certified Physical Therapist Assistant	35.48
12020 - Dental Assistant	28.65
12025 - Dental Hygienist	57.60
12030 - EKG Technician	43.42
12035 - Electroneurodiagnostic Technologist	43.42

12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	28.18
12072 - Licensed Practical Nurse II	31.53
12073 - Licensed Practical Nurse III	35.14
12100 - Medical Assistant	23.51
12130 - Medical Laboratory Technician	30.04
Technician	
12160 - Medical Record Clerk	23.22
12190 - Medical Record Technician	25.98
12195 - Medical Transcriptionist	28.18
12210 - Nuclear Medicine	69.27
Technologist	
12221 - Nursing Assistant I	14.62
12222 - Nursing Assistant II	16.44
12223 - Nursing Assistant III	17.94
12224 - Nursing Assistant IV	20.14
12235 - Optical Dispenser	24.06
12236 - Optical Technician	28.18
12250 - Pharmacy Technician	23.58
12280 - Phlebotomist	24.29
12305 - Radiologic Technologist	43.33
12311 - Registered Nurse I	35.72
12312 - Registered Nurse II	43.70
12313 - Registered Nurse II	43.70
Specialist	
12314 - Registered Nurse III	52.94
12315 - Registered Nurse III	52.94
Anesthetist	
12316 - Registered Nurse IV	63.36
12317 - Scheduler (Drug and Alcohol Testing)	39.05
Testing)	
12320 - Substance Abuse Treatment	26.25
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	25.01
13012 - Exhibits Specialist II	31.06
13013 - Exhibits Specialist III	38.01
13041 - Illustrator I	25.08
13042 - Illustrator II	31.06
13043 - Illustrator III	38.01
13047 - Librarian	34.41
13050 - Library Aide/Clerk	20.80
13054 - Library Information	31.06
Technology Systems	
Administrator	
13058 - Library Technician	26.04
13061 - Media Specialist I	22.42
13062 - Media Specialist II	25.08
13063 - Media Specialist III	27.96

13071 - Photographer I	21.65
13072 - Photographer II	24.23
13073 - Photographer III	30.01
13074 - Photographer IV	36.71
13075 - Photographer V	44.41
13090 - Technical Order Library	23.46
Clerk	
13110 - Video Teleconference	29.85
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.73
14042 - Computer Operator II	24.29
14043 - Computer Operator III	27.08
14044 - Computer Operator IV	30.10
14045 - Computer Operator V	33.33
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	21.73
Operator	
14160 - Personal Computer Support	30.10
Technician	
14170 - System Support Specialist	33.08
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.80
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	44.51
Instructor (Rated)	
15030 - Air Crew Training Devices	53.36
Instructor (Pilot)	
15050 - Computer Based Training	36.97
Specialist / Instructor	
15060 - Educational Technologist	35.86
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	32.71
15085 - Maintenance Test Pilot Fixed	50.05
Jet/Prop	
15086 - Maintenance Test Pilot	50.05
Rotary Wing	
15088 - Non-Maintenance Test/Co-	50.05
Pilot	
15090 - Technical Instructor	26.99
15095 - Technical Instructor/Course	33.01
Developer	
15110 - Test Proctor	21.78

15120 - Tutor	21.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	18.01
16030 - Counter Attendant	18.01
16040 - Dry Cleaner	21.40
16070 - Finisher Flatwork Machine	18.01
16090 - Presser Hand	18.01
16110 - Presser Machine Drycleaning	18.01
16130 - Presser Machine Shirts	18.01
16160 - Presser Machine Wearing	18.01
Apparel Laundry	
16190 - Sewing Machine Operator	22.29
16220 - Tailor	23.18
16250 - Washer Machine	19.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.64
19040 - Tool And Die Maker	37.98
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.48
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	17.50
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	18.48
21110 - Shipping Packer	18.94
21130 - Shipping/Receiving Clerk	18.94
21140 - Store Worker I	17.84
21150 - Stock Clerk	23.28
21210 - Tools And Parts Attendant	18.48
21410 - Warehouse Specialist	18.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.56
23019 - Aircraft Logs and Records Technician	31.83
23021 - Aircraft Mechanic I	37.63
23022 - Aircraft Mechanic II	39.56
23023 - Aircraft Mechanic III	41.24
23040 - Aircraft Mechanic Helper	27.51
23050 - Aircraft Painter	35.70
23060 - Aircraft Servicer	31.83
23070 - Aircraft Survival Flight Equipment Technician	35.70
23080 - Aircraft Worker	33.78

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.63
23110 - Appliance Mechanic	31.64
23120 - Bicycle Repairer	24.34
23125 - Cable Splicer	33.36
23130 - Carpenter Maintenance	33.73
23140 - Carpet Layer	27.56
23160 - Electrician Maintenance	37.05
23181 - Electronics Technician Maintenance I	32.21
23182 - Electronics Technician Maintenance II	34.03
23183 - Electronics Technician Maintenance III	35.88
23260 - Fabric Worker	28.22
23290 - Fire Alarm System Mechanic	30.20
23310 - Fire Extinguisher Repairer	26.38
23311 - Fuel Distribution System Mechanic	34.29
23312 - Fuel Distribution System Operator	27.11
23370 - General Maintenance Worker	24.04
23380 - Ground Support Equipment Mechanic	37.63
23381 - Ground Support Equipment Servicer	31.83
23382 - Ground Support Equipment Worker	33.78
23391 - Gunsmith I	26.38
23392 - Gunsmith II	29.94
23393 - Gunsmith III	33.36
23410 - Heating Ventilation And Air- Conditioning Mechanic	31.12
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.71
23430 - Heavy Equipment Mechanic	35.96
23440 - Heavy Equipment Operator	38.19
23460 - Instrument Mechanic	33.36
23465 - Laboratory/Shelter Mechanic	31.64
23470 - Laborer	17.50
23510 - Locksmith	22.17
23530 - Machinery Maintenance Mechanic	33.38
23550 - Machinist Maintenance	27.28

23580 - Maintenance Trades Helper	20.00
23591 - Metrology Technician I	33.36
23592 - Metrology Technician II	35.06
23593 - Metrology Technician III	36.54
23640 - Millwright	33.36
23710 - Office Appliance Repairer	23.83
23760 - Painter Maintenance	27.52
23790 - Pipefitter Maintenance	35.60
23810 - Plumber Maintenance	33.77
23820 - Pneudraulic Systems Mechanic	33.36
23850 - Rigger	33.36
23870 - Scale Mechanic	29.94
23890 - Sheet-Metal Worker	31.94
Maintenance	
23910 - Small Engine Mechanic	29.94
23931 - Telecommunications Mechanic	28.17
I	
23932 - Telecommunications Mechanic	29.61
II	
23950 - Telephone Lineman	33.36
23960 - Welder Combination	25.03
Maintenance	
23965 - Well Driller	32.52
23970 - Woodcraft Worker	33.36
23980 - Woodworker	26.38
24000 - Personal Needs Occupations	
24550 - Case Manager	19.71
24570 - Child Care Attendant	16.86
24580 - Child Care Center Clerk	20.95
24610 - Chore Aide	15.12
24620 - Family Readiness And Support	19.71
Services	
Coordinator	
24630 - Homemaker	19.71
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.52
25040 - Sewage Plant Operator	38.76
25070 - Stationary Engineer	38.52
25190 - Ventilation Equipment Tender	28.16
25210 - Water Treatment Plant	38.76
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.97
27007 - Baggage Inspector	15.78
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.65
27040 - Detention Officer	38.39
27070 - Firefighter	36.20

27101 - Guard I	15.78
27102 - Guard II	17.65
27131 - Police Officer I	51.56
27132 - Police Officer II	57.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.74
28042 - Carnival Equipment Repairer	20.28
28043 - Carnival Worker	14.05
28210 - Gate Attendant/Gate Tender	19.10
28310 - Lifeguard	14.59
28350 - Park Attendant (Aide)	21.35
28510 - Recreation Aide/Health	15.58
Facility Attendant	
28515 - Recreation Specialist	26.46
28630 - Sports Official	17.00
28690 - Swimming Pool Operator	23.02
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	36.01
29020 - Hatch Tender	36.01
29030 - Line Handler	36.01
29041 - Stevedore I	35.10
29042 - Stevedore II	38.30
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	49.14
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	32.13
30051 - Cryogenic Technician I	35.01
30052 - Cryogenic Technician II	38.67
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	30.39
30095 - Evidence Control Specialist	31.61
30210 - Laboratory Technician	25.60

30221 - Latent Fingerprint Technician I	35.08
30222 - Latent Fingerprint Technician II	38.75
30240 - Mathematical Technician	39.48
30361 - Paralegal/Legal Assistant I	24.61
30362 - Paralegal/Legal Assistant II	30.73
30363 - Paralegal/Legal Assistant III	37.61
30364 - Paralegal/Legal Assistant IV	45.49
30375 - Petroleum Supply Specialist	38.67
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	38.67
30461 - Technical Writer I	29.90
30462 - Technical Writer II	36.58
30463 - Technical Writer III	44.25
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	38.15
30502 - Weather Forecaster II	46.39
30620 - Weather Observer Combined (see 2)	30.99
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	17.72
31030 - Bus Driver	24.63
31043 - Driver Courier	20.57
31260 - Parking and Lot Attendant	14.85
31290 - Shuttle Bus Driver	20.23
31310 - Taxi Driver	19.53
31361 - Truckdriver Light	22.25
31362 - Truckdriver Medium	23.80
31363 - Truckdriver Heavy	27.33
31364 - Truckdriver Tractor-Trailer	27.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	14.74
99050 - Desk Clerk	15.00
99095 - Embalmer	31.23

99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker	17.27
I	
99252 - Laboratory Animal Caretaker	18.69
II	
99260 - Marketing Analyst	39.68
99310 - Mortician	31.23
99410 - Pest Controller	24.71
99510 - Photofinishing Worker	16.41
99710 - Recycling Laborer	26.22
99711 - Recycling Specialist	31.49
99730 - Refuse Collector	23.59
99810 - Sales Clerk	16.89
99820 - School Crossing Guard	17.93
99830 - Survey Party Chief	47.05
99831 - Surveying Aide	22.39
99832 - Surveying Technician	30.73
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	21.18
99842 - Vending Machine Repairer	17.25
Helper	

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.

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

HOLIDAYS: A minimum of 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)).

Standard Wage Determination No.: 2015-5653

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5653
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of San Joaquin

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.79
01012 - Accounting Clerk II		19.97
01013 - Accounting Clerk III		22.35
01020 - Administrative Assistant		28.58
01035 - Court Reporter		23.33
01041 - Customer Service Representative I		16.52
01042 - Customer Service Representative II		18.46

01043 - Customer Service Representative III	20.27
01051 - Data Entry Operator I	15.40
01052 - Data Entry Operator II	16.80
01060 - Dispatcher Motor Vehicle	23.41
01070 - Document Preparation Clerk	20.77
01090 - Duplicating Machine Operator	20.77
01111 - General Clerk I	16.09
01112 - General Clerk II	17.56
01113 - General Clerk III	19.72
01120 - Housing Referral Assistant	25.38
01141 - Messenger Courier	19.01
01191 - Order Clerk I	18.03
01192 - Order Clerk II	19.67
01261 - Personnel Assistant (Employment) I	20.37
01262 - Personnel Assistant (Employment) II	22.79
01263 - Personnel Assistant (Employment) III	25.41
01270 - Production Control Clerk	22.43
01290 - Rental Clerk	15.83
01300 - Scheduler Maintenance	20.35
01311 - Secretary I	20.35
01312 - Secretary II	22.77
01313 - Secretary III	25.38
01320 - Service Order Dispatcher	20.94
01410 - Supply Technician	28.58
01420 - Survey Worker	21.55
01460 - Switchboard Operator/Receptionist	15.99
01531 - Travel Clerk I	16.49
01532 - Travel Clerk II	18.11
01533 - Travel Clerk III	19.72
01611 - Word Processor I	16.95
01612 - Word Processor II	19.03
01613 - Word Processor III	21.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.28
Fiberglass	
05010 - Automotive Electrician	23.50
05040 - Automotive Glass Installer	22.68
05070 - Automotive Worker	22.29
05110 - Mobile Equipment Servicer	19.87
05130 - Motor Equipment Metal	24.53
Mechanic	
05160 - Motor Equipment Metal Worker	22.29
05190 - Motor Vehicle Mechanic	23.97
05220 - Motor Vehicle Mechanic Helper	18.66

05250 - Motor Vehicle Upholstery Worker	21.09
05280 - Motor Vehicle Wrecker	22.29
05310 - Painter Automotive	23.34
05340 - Radiator Repair Specialist	22.29
05370 - Tire Repairer	19.18
05400 - Transmission Repair Specialist	24.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	18.21
07042 - Cook II	20.43
07070 - Dishwasher	13.42
07130 - Food Service Worker	13.17
07210 - Meat Cutter	20.53
07260 - Waiter/Waitress	13.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	14.25
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	16.38
09110 - Furniture Repairer Minor	18.52
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.43
11060 - Elevator Operator	15.43
11090 - Gardener	18.35
11122 - Housekeeping Aide	15.43
11150 - Janitor	15.43
11210 - Laborer Grounds Maintenance	15.00
11240 - Maid or Houseman	13.99
11260 - Pruner	13.89
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	15.00
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	19.72
12011 - Breath Alcohol Technician	26.35
12012 - Certified Occupational Therapist Assistant	36.61
12015 - Certified Physical Therapist Assistant	28.88
12020 - Dental Assistant	17.42
12025 - Dental Hygienist	47.86
12030 - EKG Technician	38.93
12035 - Electroneurodiagnostic Technologist	38.93

12040 - Emergency Medical Technician	19.72
12071 - Licensed Practical Nurse I	23.56
12072 - Licensed Practical Nurse II	26.35
12073 - Licensed Practical Nurse III	29.37
12100 - Medical Assistant	18.80
12130 - Medical Laboratory Technician	30.21
Technician	
12160 - Medical Record Clerk	24.44
12190 - Medical Record Technician	27.54
12195 - Medical Transcriptionist	23.56
12210 - Nuclear Medicine Technologist	60.58
Technologist	
12221 - Nursing Assistant I	14.24
12222 - Nursing Assistant II	16.01
12223 - Nursing Assistant III	17.47
12224 - Nursing Assistant IV	19.61
12235 - Optical Dispenser	21.09
12236 - Optical Technician	23.56
12250 - Pharmacy Technician	23.02
12280 - Phlebotomist	22.84
12305 - Radiologic Technologist	46.04
12311 - Registered Nurse I	31.20
12312 - Registered Nurse II	38.16
12313 - Registered Nurse II	38.16
Specialist	
12314 - Registered Nurse III	53.00
12315 - Registered Nurse III	53.00
Anesthetist	
12316 - Registered Nurse IV	55.34
12317 - Scheduler (Drug and Alcohol Testing)	32.64
Testing)	
12320 - Substance Abuse Treatment Counselor	28.97
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	25.15
13012 - Exhibits Specialist II	31.15
13013 - Exhibits Specialist III	38.11
13041 - Illustrator I	25.15
13042 - Illustrator II	31.15
13043 - Illustrator III	38.11
13047 - Librarian	34.50
13050 - Library Aide/Clerk	16.30
13054 - Library Information Technology Systems Administrator	31.15
Technology Systems Administrator	
13058 - Library Technician	20.86
13061 - Media Specialist I	20.98
13062 - Media Specialist II	23.46
13063 - Media Specialist III	26.15

13071 - Photographer I	19.07
13072 - Photographer II	21.32
13073 - Photographer III	26.41
13074 - Photographer IV	32.31
13075 - Photographer V	39.10
13090 - Technical Order Library	20.52
Clerk	
13110 - Video Teleconference	20.98
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	22.09
14042 - Computer Operator II	24.71
14043 - Computer Operator III	27.54
14044 - Computer Operator IV	30.60
14045 - Computer Operator V	33.90
14071 - Computer Programmer I	(see 1) 26.36
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	22.09
Operator	
14160 - Personal Computer Support	30.60
Technician	
14170 - System Support Specialist	36.28
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.15
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	43.75
Instructor (Rated)	
15030 - Air Crew Training Devices	52.43
Instructor (Pilot)	
15050 - Computer Based Training	36.15
Specialist / Instructor	
15060 - Educational Technologist	43.83
15070 - Flight Instructor (Pilot)	52.43
15080 - Graphic Artist	23.55
15085 - Maintenance Test Pilot Fixed	52.43
Jet/Prop	
15086 - Maintenance Test Pilot	52.43
Rotary Wing	
15088 - Non-Maintenance Test/Co-	52.43
Pilot	
15090 - Technical Instructor	23.59
15095 - Technical Instructor/Course	28.86
Developer	
15110 - Test Proctor	19.04

15120 - Tutor	19.04
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	15.47
Apparel Laundry	
16190 - Sewing Machine Operator	18.42
16220 - Tailor	19.93
16250 - Washer Machine	16.21
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.14
19040 - Tool And Die Maker	35.00
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.80
21030 - Material Coordinator	21.88
21040 - Material Expediter	21.88
21050 - Material Handling Laborer	17.49
21071 - Order Filler	14.93
21080 - Production Line Worker (Food Processing)	18.80
21110 - Shipping Packer	18.05
21130 - Shipping/Receiving Clerk	18.05
21140 - Store Worker I	17.20
21150 - Stock Clerk	21.75
21210 - Tools And Parts Attendant	18.80
21410 - Warehouse Specialist	18.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.46
23019 - Aircraft Logs and Records Technician	26.04
23021 - Aircraft Mechanic I	30.29
23022 - Aircraft Mechanic II	31.46
23023 - Aircraft Mechanic III	32.66
23040 - Aircraft Mechanic Helper	23.04
23050 - Aircraft Painter	29.01
23060 - Aircraft Servicer	26.04
23070 - Aircraft Survival Flight Equipment Technician	29.01
23080 - Aircraft Worker	27.51

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.29
23110 - Appliance Mechanic	29.01
23120 - Bicycle Repairer	24.52
23125 - Cable Splicer	30.29
23130 - Carpenter Maintenance	27.56
23140 - Carpet Layer	25.16
23160 - Electrician Maintenance	31.82
23181 - Electronics Technician Maintenance I	30.04
23182 - Electronics Technician Maintenance II	31.67
23183 - Electronics Technician Maintenance III	33.07
23260 - Fabric Worker	26.04
23290 - Fire Alarm System Mechanic	27.69
23310 - Fire Extinguisher Repairer	24.52
23311 - Fuel Distribution System Mechanic	31.61
23312 - Fuel Distribution System Operator	25.59
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment Mechanic	30.29
23381 - Ground Support Equipment Servicer	26.04
23382 - Ground Support Equipment Worker	27.51
23391 - Gunsmith I	24.52
23392 - Gunsmith II	27.51
23393 - Gunsmith III	30.29
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.13
23430 - Heavy Equipment Mechanic	30.76
23440 - Heavy Equipment Operator	34.38
23460 - Instrument Mechanic	30.29
23465 - Laboratory/Shelter Mechanic	29.01
23470 - Laborer	17.49
23510 - Locksmith	29.01
23530 - Machinery Maintenance Mechanic	28.68
23550 - Machinist Maintenance	22.87

23580 - Maintenance Trades Helper	17.49
23591 - Metrology Technician I	30.29
23592 - Metrology Technician II	31.46
23593 - Metrology Technician III	32.66
23640 - Millwright	27.69
23710 - Office Appliance Repairer	21.49
23760 - Painter Maintenance	20.77
23790 - Pipefitter Maintenance	36.43
23810 - Plumber Maintenance	34.89
23820 - Pneudraulic Systems Mechanic	30.29
23850 - Rigger	30.29
23870 - Scale Mechanic	27.51
23890 - Sheet-Metal Worker	27.97
Maintenance	
23910 - Small Engine Mechanic	23.14
23931 - Telecommunications Mechanic	29.06
I	
23932 - Telecommunications Mechanic	30.18
II	
23950 - Telephone Lineman	44.47
23960 - Welder Combination	22.35
Maintenance	
23965 - Well Driller	30.29
23970 - Woodcraft Worker	30.29
23980 - Woodworker	24.52
24000 - Personal Needs Occupations	
24550 - Case Manager	20.10
24570 - Child Care Attendant	14.54
24580 - Child Care Center Clerk	18.69
24610 - Chore Aide	13.02
24620 - Family Readiness And Support	20.10
Services	
Coordinator	
24630 - Homemaker	20.10
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.15
25040 - Sewage Plant Operator	38.77
25070 - Stationary Engineer	38.15
25190 - Ventilation Equipment Tender	29.01
25210 - Water Treatment Plant	38.77
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	35.73
27007 - Baggage Inspector	14.77
27008 - Corrections Officer	41.40
27010 - Court Security Officer	37.19
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	41.40
27070 - Firefighter	32.97

27101 - Guard I	14.77
27102 - Guard II	18.61
27131 - Police Officer I	40.90
27132 - Police Officer II	45.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.65
28042 - Carnival Equipment Repairer	17.73
28043 - Carnival Worker	13.42
28210 - Gate Attendant/Gate Tender	17.66
28310 - Lifeguard	14.51
28350 - Park Attendant (Aide)	19.76
28510 - Recreation Aide/Health	14.41
Facility Attendant	
28515 - Recreation Specialist	24.46
28630 - Sports Official	15.73
28690 - Swimming Pool Operator	19.90
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.07
29020 - Hatch Tender	28.07
29030 - Line Handler	28.07
29041 - Stevedore I	26.53
29042 - Stevedore II	29.60
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	49.14
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	21.66
30022 - Archeological Technician II	24.24
30023 - Archeological Technician III	30.02
30030 - Cartographic Technician	30.02
30040 - Civil Engineering Technician	35.34
30051 - Cryogenic Technician I	32.63
30052 - Cryogenic Technician II	36.03
30061 - Drafter/CAD Operator I	21.66
30062 - Drafter/CAD Operator II	24.24
30063 - Drafter/CAD Operator III	27.02
30064 - Drafter/CAD Operator IV	33.26
30081 - Engineering Technician I	19.30
30082 - Engineering Technician II	21.66
30083 - Engineering Technician III	24.24
30084 - Engineering Technician IV	30.02
30085 - Engineering Technician V	36.72
30086 - Engineering Technician VI	44.43
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	29.41
30210 - Laboratory Technician	27.95

30221 - Latent Fingerprint Technician I	32.50
30222 - Latent Fingerprint Technician II	35.89
30240 - Mathematical Technician	30.02
30361 - Paralegal/Legal Assistant I	23.84
30362 - Paralegal/Legal Assistant II	29.53
30363 - Paralegal/Legal Assistant III	36.13
30364 - Paralegal/Legal Assistant IV	43.71
30375 - Petroleum Supply Specialist	35.98
30390 - Photo-Optics Technician	26.83
30395 - Radiation Control Technician	35.98
30461 - Technical Writer I	29.41
30462 - Technical Writer II	35.98
30463 - Technical Writer III	43.53
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	32.63
30502 - Weather Forecaster II	39.67
30620 - Weather Observer Combined (see 2)	27.02
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	29.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	16.29
31030 - Bus Driver	21.17
31043 - Driver Courier	16.32
31260 - Parking and Lot Attendant	15.08
31290 - Shuttle Bus Driver	18.57
31310 - Taxi Driver	17.43
31361 - Truckdriver Light	17.37
31362 - Truckdriver Medium	18.44
31363 - Truckdriver Heavy	24.61
31364 - Truckdriver Tractor-Trailer	24.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	13.55
99050 - Desk Clerk	13.22
99095 - Embalmer	30.92

99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker	15.95
I	
99252 - Laboratory Animal Caretaker	16.98
II	
99260 - Marketing Analyst	29.27
99310 - Mortician	30.92
99410 - Pest Controller	27.18
99510 - Photofinishing Worker	16.41
99710 - Recycling Laborer	30.44
99711 - Recycling Specialist	34.99
99730 - Refuse Collector	28.19
99810 - Sales Clerk	13.96
99820 - School Crossing Guard	17.13
99830 - Survey Party Chief	36.93
99831 - Surveying Aide	22.30
99832 - Surveying Technician	30.55
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	25.92
99842 - Vending Machine Repairer	21.43
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5655

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5655
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Solano

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.18
01012 - Accounting Clerk II		21.54
01013 - Accounting Clerk III		24.09
01020 - Administrative Assistant		33.96
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		16.16
01042 - Customer Service Representative II		17.63

01043 - Customer Service Representative III	19.80
01051 - Data Entry Operator I	16.58
01052 - Data Entry Operator II	18.09
01060 - Dispatcher Motor Vehicle	29.13
01070 - Document Preparation Clerk	18.09
01090 - Duplicating Machine Operator	18.09
01111 - General Clerk I	16.39
01112 - General Clerk II	17.89
01113 - General Clerk III	20.09
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	13.07
01191 - Order Clerk I	18.24
01192 - Order Clerk II	19.91
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.26
01290 - Rental Clerk	17.13
01300 - Scheduler Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	22.62
01410 - Supply Technician	33.96
01420 - Survey Worker	28.02
01460 - Switchboard Operator/Receptionist	17.21
01531 - Travel Clerk I	14.99
01532 - Travel Clerk II	16.29
01533 - Travel Clerk III	17.66
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	28.35
Fiberglass	
05010 - Automotive Electrician	23.26
05040 - Automotive Glass Installer	20.57
05070 - Automotive Worker	23.26
05110 - Mobile Equipment Servicer	20.22
05130 - Motor Equipment Metal	24.26
Mechanic	
05160 - Motor Equipment Metal Worker	22.22
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	19.14

05250 - Motor Vehicle Upholstery Worker	21.22
05280 - Motor Vehicle Wrecker	22.22
05310 - Painter Automotive	22.98
05340 - Radiator Repair Specialist	21.94
05370 - Tire Repairer	16.64
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.35
07041 - Cook I	17.87
07042 - Cook II	20.29
07070 - Dishwasher	14.02
07130 - Food Service Worker	13.63
07210 - Meat Cutter	22.25
07260 - Waiter/Waitress	13.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.79
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	21.79
09090 - Furniture Refinisher Helper	16.85
09110 - Furniture Repairer Minor	19.50
09130 - Upholsterer	23.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.32
11060 - Elevator Operator	15.31
11090 - Gardener	23.48
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer Grounds Maintenance	18.07
11240 - Maid or Houseman	15.17
11260 - Pruner	16.62
11270 - Tractor Operator	21.70
11330 - Trail Maintenance Worker	18.07
11360 - Window Cleaner	17.02
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	29.18
12012 - Certified Occupational Therapist Assistant	42.72
12015 - Certified Physical Therapist Assistant	32.72
12020 - Dental Assistant	26.37
12025 - Dental Hygienist	54.13
12030 - EKG Technician	37.84
12035 - Electroneurodiagnostic Technologist	37.84

12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	27.85
12072 - Licensed Practical Nurse II	31.14
12073 - Licensed Practical Nurse III	34.71
12100 - Medical Assistant	28.04
12130 - Medical Laboratory Technician	33.35
Technician	
12160 - Medical Record Clerk	25.77
12190 - Medical Record Technician	28.82
12195 - Medical Transcriptionist	27.85
12210 - Nuclear Medicine	68.42
Technologist	
12221 - Nursing Assistant I	14.17
12222 - Nursing Assistant II	15.92
12223 - Nursing Assistant III	17.38
12224 - Nursing Assistant IV	19.52
12235 - Optical Dispenser	22.61
12236 - Optical Technician	27.85
12250 - Pharmacy Technician	22.49
12280 - Phlebotomist	25.04
12305 - Radiologic Technologist	52.65
12311 - Registered Nurse I	40.49
12312 - Registered Nurse II	49.52
12313 - Registered Nurse II	49.52
Specialist	
12314 - Registered Nurse III	64.05
12315 - Registered Nurse III	64.05
Anesthetist	
12316 - Registered Nurse IV	71.82
12317 - Scheduler (Drug and Alcohol Testing)	38.58
Testing)	
12320 - Substance Abuse Treatment	22.04
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	29.15
13012 - Exhibits Specialist II	37.66
13013 - Exhibits Specialist III	46.06
13041 - Illustrator I	30.40
13042 - Illustrator II	37.66
13043 - Illustrator III	46.06
13047 - Librarian	41.71
13050 - Library Aide/Clerk	22.88
13054 - Library Information	37.66
Technology Systems	
Administrator	
13058 - Library Technician	26.04
13061 - Media Specialist I	27.17
13062 - Media Specialist II	30.40
13063 - Media Specialist III	33.89

13071 - Photographer I	22.86
13072 - Photographer II	25.56
13073 - Photographer III	31.67
13074 - Photographer IV	38.73
13075 - Photographer V	46.86
13090 - Technical Order Library	24.01
Clerk	
13110 - Video Teleconference	22.78
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	21.78
14042 - Computer Operator II	24.40
14043 - Computer Operator III	27.16
14044 - Computer Operator IV	30.17
14045 - Computer Operator V	33.43
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	21.78
Operator	
14160 - Personal Computer Support	30.17
Technician	
14170 - System Support Specialist	32.72
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.80
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	44.51
Instructor (Rated)	
15030 - Air Crew Training Devices	53.36
Instructor (Pilot)	
15050 - Computer Based Training	36.97
Specialist / Instructor	
15060 - Educational Technologist	34.82
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	30.64
15085 - Maintenance Test Pilot Fixed	52.54
Jet/Prop	
15086 - Maintenance Test Pilot	52.54
Rotary Wing	
15088 - Non-Maintenance Test/Co-	52.54
Pilot	
15090 - Technical Instructor	27.97
15095 - Technical Instructor/Course	37.63
Developer	
15110 - Test Proctor	24.84

15120 - Tutor	24.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	18.01
16030 - Counter Attendant	18.01
16040 - Dry Cleaner	21.40
16070 - Finisher Flatwork Machine	18.01
16090 - Presser Hand	18.01
16110 - Presser Machine Drycleaning	18.01
16130 - Presser Machine Shirts	18.01
16160 - Presser Machine Wearing	18.01
Apparel Laundry	
16190 - Sewing Machine Operator	22.29
16220 - Tailor	23.18
16250 - Washer Machine	19.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.02
19040 - Tool And Die Maker	38.43
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.62
21030 - Material Coordinator	28.26
21040 - Material Expediter	28.26
21050 - Material Handling Laborer	16.58
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	18.62
21110 - Shipping Packer	19.41
21130 - Shipping/Receiving Clerk	19.41
21140 - Store Worker I	17.84
21150 - Stock Clerk	23.28
21210 - Tools And Parts Attendant	18.62
21410 - Warehouse Specialist	18.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.48
23019 - Aircraft Logs and Records Technician	28.56
23021 - Aircraft Mechanic I	33.76
23022 - Aircraft Mechanic II	35.48
23023 - Aircraft Mechanic III	36.98
23040 - Aircraft Mechanic Helper	24.68
23050 - Aircraft Painter	32.02
23060 - Aircraft Servicer	28.56
23070 - Aircraft Survival Flight Equipment Technician	32.02
23080 - Aircraft Worker	30.30

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.76
23110 - Appliance Mechanic	32.02
23120 - Bicycle Repairer	26.63
23125 - Cable Splicer	46.12
23130 - Carpenter Maintenance	33.13
23140 - Carpet Layer	30.30
23160 - Electrician Maintenance	35.12
23181 - Electronics Technician Maintenance I	37.99
23182 - Electronics Technician Maintenance II	40.15
23183 - Electronics Technician Maintenance III	42.33
23260 - Fabric Worker	28.56
23290 - Fire Alarm System Mechanic	33.76
23310 - Fire Extinguisher Repairer	26.70
23311 - Fuel Distribution System Mechanic	36.53
23312 - Fuel Distribution System Operator	28.89
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	33.76
23381 - Ground Support Equipment Servicer	28.56
23382 - Ground Support Equipment Worker	30.30
23391 - Gunsmith I	26.70
23392 - Gunsmith II	30.30
23393 - Gunsmith III	33.76
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.13
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.51
23430 - Heavy Equipment Mechanic	35.68
23440 - Heavy Equipment Operator	43.06
23460 - Instrument Mechanic	33.76
23465 - Laboratory/Shelter Mechanic	32.02
23470 - Laborer	15.40
23510 - Locksmith	29.01
23530 - Machinery Maintenance Mechanic	32.66
23550 - Machinist Maintenance	35.69

23580 - Maintenance Trades Helper	20.00
23591 - Metrology Technician I	33.76
23592 - Metrology Technician II	35.48
23593 - Metrology Technician III	36.98
23640 - Millwright	34.76
23710 - Office Appliance Repairer	23.83
23760 - Painter Maintenance	29.58
23790 - Pipefitter Maintenance	35.58
23810 - Plumber Maintenance	33.75
23820 - Pneudraulic Systems Mechanic	33.76
23850 - Rigger	33.76
23870 - Scale Mechanic	30.30
23890 - Sheet-Metal Worker	34.48
Maintenance	
23910 - Small Engine Mechanic	29.50
23931 - Telecommunications Mechanic	33.12
I	
23932 - Telecommunications Mechanic	34.81
II	
23950 - Telephone Lineman	33.67
23960 - Welder Combination	26.06
Maintenance	
23965 - Well Driller	33.76
23970 - Woodcraft Worker	33.76
23980 - Woodworker	26.70
24000 - Personal Needs Occupations	
24550 - Case Manager	18.65
24570 - Child Care Attendant	14.37
24580 - Child Care Center Clerk	17.91
24610 - Chore Aide	13.99
24620 - Family Readiness And Support	18.65
Services	
Coordinator	
24630 - Homemaker	19.03
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	44.08
25040 - Sewage Plant Operator	43.03
25070 - Stationary Engineer	44.08
25190 - Ventilation Equipment Tender	32.22
25210 - Water Treatment Plant	43.03
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	33.31
27007 - Baggage Inspector	15.26
27008 - Corrections Officer	49.53
27010 - Court Security Officer	49.53
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	49.53
27070 - Firefighter	49.53

27101 - Guard I	15.26
27102 - Guard II	17.15
27131 - Police Officer I	52.56
27132 - Police Officer II	58.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.80
28042 - Carnival Equipment Repairer	17.10
28043 - Carnival Worker	11.84
28210 - Gate Attendant/Gate Tender	20.37
28310 - Lifeguard	13.95
28350 - Park Attendant (Aide)	22.78
28510 - Recreation Aide/Health	16.62
Facility Attendant	
28515 - Recreation Specialist	27.51
28630 - Sports Official	18.14
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	37.20
29020 - Hatch Tender	37.20
29030 - Line Handler	37.20
29041 - Stevedore I	35.06
29042 - Stevedore II	39.31
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	49.14
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	33.88
Specialist Station (HFO)	
30012 - Air Traffic Control	37.32
Specialist Terminal (HFO) (see 2)	
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	34.25
30051 - Cryogenic Technician I	32.57
30052 - Cryogenic Technician II	35.97
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	31.40
30095 - Evidence Control Specialist	29.40
30210 - Laboratory Technician	22.92

30221 - Latent Fingerprint Technician I	32.57
30222 - Latent Fingerprint Technician II	35.97
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	24.61
30362 - Paralegal/Legal Assistant II	30.73
30363 - Paralegal/Legal Assistant III	37.61
30364 - Paralegal/Legal Assistant IV	45.49
30375 - Petroleum Supply Specialist	35.97
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	35.97
30461 - Technical Writer I	30.19
30462 - Technical Writer II	36.94
30463 - Technical Writer III	44.70
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	38.15
30502 - Weather Forecaster II	46.39
30620 - Weather Observer Combined (see 2)	30.99
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.79
31020 - Bus Aide	16.72
31030 - Bus Driver	23.24
31043 - Driver Courier	19.55
31260 - Parking and Lot Attendant	13.67
31290 - Shuttle Bus Driver	19.42
31310 - Taxi Driver	17.20
31361 - Truckdriver Light	21.14
31362 - Truckdriver Medium	22.61
31363 - Truckdriver Heavy	23.37
31364 - Truckdriver Tractor-Trailer	23.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.42
99030 - Cashier	14.23
99050 - Desk Clerk	13.86
99095 - Embalmer	31.23

99130 - Flight Follower	31.23
99251 - Laboratory Animal Caretaker	14.97
I	
99252 - Laboratory Animal Caretaker	16.20
II	
99260 - Marketing Analyst	32.73
99310 - Mortician	31.23
99410 - Pest Controller	21.16
99510 - Photofinishing Worker	16.41
99710 - Recycling Laborer	24.40
99711 - Recycling Specialist	27.75
99730 - Refuse Collector	21.75
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	19.04
99830 - Survey Party Chief	52.30
99831 - Surveying Aide	24.90
99832 - Surveying Technician	34.17
99840 - Vending Machine Attendant	25.23
99841 - Vending Machine Repairer	29.41
99842 - Vending Machine Repairer	25.23
Helper	

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.

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

HOLIDAYS: A minimum of 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)).

Standard Wage Determination No.: 2015-5657

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5657
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Tulare

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48
01012 - Accounting Clerk II		18.51
01013 - Accounting Clerk III		20.70
01020 - Administrative Assistant		28.64
01035 - Court Reporter		18.42
01041 - Customer Service Representative I		13.80
01042 - Customer Service Representative II		15.51

01043 - Customer Service Representative III	16.92
01051 - Data Entry Operator I	13.55
01052 - Data Entry Operator II	14.78
01060 - Dispatcher Motor Vehicle	21.82
01070 - Document Preparation Clerk	15.13
01090 - Duplicating Machine Operator	15.13
01111 - General Clerk I	13.22
01112 - General Clerk II	14.42
01113 - General Clerk III	16.19
01120 - Housing Referral Assistant	20.61
01141 - Messenger Courier	11.96
01191 - Order Clerk I	16.30
01192 - Order Clerk II	17.79
01261 - Personnel Assistant (Employment) I	16.74
01262 - Personnel Assistant (Employment) II	18.72
01263 - Personnel Assistant (Employment) III	20.87
01270 - Production Control Clerk	22.45
01290 - Rental Clerk	15.56
01300 - Scheduler Maintenance	16.47
01311 - Secretary I	16.47
01312 - Secretary II	18.42
01313 - Secretary III	20.53
01320 - Service Order Dispatcher	19.51
01410 - Supply Technician	28.64
01420 - Survey Worker	18.44
01460 - Switchboard Operator/Receptionist	15.04
01531 - Travel Clerk I	14.23
01532 - Travel Clerk II	14.95
01533 - Travel Clerk III	16.15
01611 - Word Processor I	14.79
01612 - Word Processor II	16.61
01613 - Word Processor III	18.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.02
Fiberglass	
05010 - Automotive Electrician	19.11
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	15.85
05130 - Motor Equipment Metal	20.18
Mechanic	
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	20.18
05220 - Motor Vehicle Mechanic Helper	14.76

05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter Automotive	19.11
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	14.24
05400 - Transmission Repair Specialist	20.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.73
07041 - Cook I	17.19
07042 - Cook II	19.54
07070 - Dishwasher	13.10
07130 - Food Service Worker	13.23
07210 - Meat Cutter	14.77
07260 - Waiter/Waitress	13.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.95
09040 - Furniture Handler	13.42
09080 - Furniture Refinisher	19.95
09090 - Furniture Refinisher Helper	15.42
09110 - Furniture Repairer Minor	17.68
09130 - Upholsterer	19.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.10
11060 - Elevator Operator	14.10
11090 - Gardener	18.11
11122 - Housekeeping Aide	14.63
11150 - Janitor	14.63
11210 - Laborer Grounds Maintenance	14.54
11240 - Maid or Houseman	13.22
11260 - Pruner	13.88
11270 - Tractor Operator	16.88
11330 - Trail Maintenance Worker	14.54
11360 - Window Cleaner	15.54
12000 - Health Occupations	
12010 - Ambulance Driver	18.96
12011 - Breath Alcohol Technician	21.81
12012 - Certified Occupational Therapist Assistant	37.25
12015 - Certified Physical Therapist Assistant	32.95
12020 - Dental Assistant	19.50
12025 - Dental Hygienist	47.38
12030 - EKG Technician	33.05
12035 - Electroneurodiagnostic Technologist	33.05

12040 - Emergency Medical Technician	18.96
12071 - Licensed Practical Nurse I	19.50
12072 - Licensed Practical Nurse II	21.81
12073 - Licensed Practical Nurse III	24.31
12100 - Medical Assistant	16.21
12130 - Medical Laboratory Technician	20.99
Technician	
12160 - Medical Record Clerk	16.68
12190 - Medical Record Technician	18.66
12195 - Medical Transcriptionist	19.50
12210 - Nuclear Medicine Technologist	47.93
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.66
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	22.77
12236 - Optical Technician	18.32
12250 - Pharmacy Technician	18.09
12280 - Phlebotomist	19.50
12305 - Radiologic Technologist	41.09
12311 - Registered Nurse I	26.76
12312 - Registered Nurse II	32.73
12313 - Registered Nurse II	32.73
Specialist	
12314 - Registered Nurse III	39.59
12315 - Registered Nurse III	39.59
Anesthetist	
12316 - Registered Nurse IV	47.45
12317 - Scheduler (Drug and Alcohol Testing)	27.02
Testing)	
12320 - Substance Abuse Treatment Counselor	18.34
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	19.53
13012 - Exhibits Specialist II	24.18
13013 - Exhibits Specialist III	29.59
13041 - Illustrator I	19.53
13042 - Illustrator II	24.18
13043 - Illustrator III	29.59
13047 - Librarian	26.79
13050 - Library Aide/Clerk	18.90
13054 - Library Information Technology Systems Administrator	24.18
Technology Systems Administrator	
13058 - Library Technician	21.74
13061 - Media Specialist I	17.46
13062 - Media Specialist II	19.53
13063 - Media Specialist III	21.76

13071 - Photographer I	15.73
13072 - Photographer II	17.58
13073 - Photographer III	21.79
13074 - Photographer IV	26.64
13075 - Photographer V	32.23
13090 - Technical Order Library	22.67
Clerk	
13110 - Video Teleconference	17.46
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.80
14042 - Computer Operator II	21.03
14043 - Computer Operator III	23.44
14044 - Computer Operator IV	26.04
14045 - Computer Operator V	28.84
14071 - Computer Programmer I	(see 1) 25.04
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	18.80
Operator	
14160 - Personal Computer Support	26.04
Technician	
14170 - System Support Specialist	39.20
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.18
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	38.95
Instructor (Rated)	
15030 - Air Crew Training Devices	46.67
Instructor (Pilot)	
15050 - Computer Based Training	32.18
Specialist / Instructor	
15060 - Educational Technologist	40.28
15070 - Flight Instructor (Pilot)	46.67
15080 - Graphic Artist	23.91
15085 - Maintenance Test Pilot Fixed	46.67
Jet/Prop	
15086 - Maintenance Test Pilot	46.67
Rotary Wing	
15088 - Non-Maintenance Test/Co-	46.67
Pilot	
15090 - Technical Instructor	23.91
15095 - Technical Instructor/Course	29.25
Developer	
15110 - Test Proctor	19.30

15120 - Tutor	19.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.22
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.82
19040 - Tool And Die Maker	27.99
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.48
21030 - Material Coordinator	22.45
21040 - Material Expediter	22.45
21050 - Material Handling Laborer	15.11
21071 - Order Filler	14.37
21080 - Production Line Worker (Food Processing)	18.48
21110 - Shipping Packer	17.58
21130 - Shipping/Receiving Clerk	17.58
21140 - Store Worker I	14.73
21150 - Stock Clerk	17.17
21210 - Tools And Parts Attendant	18.48
21410 - Warehouse Specialist	18.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.67
23019 - Aircraft Logs and Records Technician	19.64
23021 - Aircraft Mechanic I	23.41
23022 - Aircraft Mechanic II	24.67
23023 - Aircraft Mechanic III	25.92
23040 - Aircraft Mechanic Helper	17.12
23050 - Aircraft Painter	22.16
23060 - Aircraft Servicer	19.64
23070 - Aircraft Survival Flight Equipment Technician	22.16
23080 - Aircraft Worker	20.89

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.89
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.41
23110 - Appliance Mechanic	22.82
23120 - Bicycle Repairer	18.93
23125 - Cable Splicer	25.28
23130 - Carpenter Maintenance	21.01
23140 - Carpet Layer	20.00
23160 - Electrician Maintenance	27.58
23181 - Electronics Technician Maintenance I	22.22
23182 - Electronics Technician Maintenance II	23.58
23183 - Electronics Technician Maintenance III	24.90
23260 - Fabric Worker	20.23
23290 - Fire Alarm System Mechanic	24.11
23310 - Fire Extinguisher Repairer	18.93
23311 - Fuel Distribution System Mechanic	28.16
23312 - Fuel Distribution System Operator	22.11
23370 - General Maintenance Worker	19.37
23380 - Ground Support Equipment Mechanic	23.41
23381 - Ground Support Equipment Servicer	19.64
23382 - Ground Support Equipment Worker	20.89
23391 - Gunsmith I	18.93
23392 - Gunsmith II	21.50
23393 - Gunsmith III	24.11
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.54
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.58
23430 - Heavy Equipment Mechanic	26.41
23440 - Heavy Equipment Operator	23.97
23460 - Instrument Mechanic	24.11
23465 - Laboratory/Shelter Mechanic	22.82
23470 - Laborer	15.11
23510 - Locksmith	22.82
23530 - Machinery Maintenance Mechanic	26.34
23550 - Machinist Maintenance	19.34

23580 - Maintenance Trades Helper	13.17
23591 - Metrology Technician I	24.11
23592 - Metrology Technician II	25.40
23593 - Metrology Technician III	26.69
23640 - Millwright	24.11
23710 - Office Appliance Repairer	22.82
23760 - Painter Maintenance	19.35
23790 - Pipefitter Maintenance	27.02
23810 - Plumber Maintenance	25.57
23820 - Pneudraulic Systems Mechanic	24.11
23850 - Rigger	24.11
23870 - Scale Mechanic	21.50
23890 - Sheet-Metal Worker	25.05
Maintenance	
23910 - Small Engine Mechanic	21.50
23931 - Telecommunications Mechanic	29.51
I	
23932 - Telecommunications Mechanic	31.11
II	
23950 - Telephone Lineman	25.56
23960 - Welder Combination	19.17
Maintenance	
23965 - Well Driller	24.11
23970 - Woodcraft Worker	24.11
23980 - Woodworker	18.93
24000 - Personal Needs Occupations	
24550 - Case Manager	18.77
24570 - Child Care Attendant	13.62
24580 - Child Care Center Clerk	16.98
24610 - Chore Aide	13.09
24620 - Family Readiness And Support	18.77
Services	
Coordinator	
24630 - Homemaker	18.77
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	25.37
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	17.64
25210 - Water Treatment Plant	25.37
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.74
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	32.72
27010 - Court Security Officer	32.72
27030 - Detection Dog Handler	16.03
27040 - Detention Officer	32.72
27070 - Firefighter	32.72

27101 - Guard I	14.34
27102 - Guard II	16.03
27131 - Police Officer I	31.07
27132 - Police Officer II	34.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.10
28042 - Carnival Equipment Repairer	17.28
28043 - Carnival Worker	13.22
28210 - Gate Attendant/Gate Tender	15.96
28310 - Lifeguard	13.61
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health	13.02
Facility Attendant	
28515 - Recreation Specialist	22.11
28630 - Sports Official	14.21
28690 - Swimming Pool Operator	19.63
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	21.50
29020 - Hatch Tender	21.50
29030 - Line Handler	21.50
29041 - Stevedore I	20.23
29042 - Stevedore II	22.82
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.72
30022 - Archeological Technician II	19.82
30023 - Archeological Technician III	24.55
30030 - Cartographic Technician	24.55
30040 - Civil Engineering Technician	29.39
30051 - Cryogenic Technician I	27.19
30052 - Cryogenic Technician II	30.03
30061 - Drafter/CAD Operator I	17.72
30062 - Drafter/CAD Operator II	19.82
30063 - Drafter/CAD Operator III	22.09
30064 - Drafter/CAD Operator IV	27.19
30081 - Engineering Technician I	16.68
30082 - Engineering Technician II	18.72
30083 - Engineering Technician III	20.94
30084 - Engineering Technician IV	25.95
30085 - Engineering Technician V	31.74
30086 - Engineering Technician VI	38.40
30090 - Environmental Technician	23.32
30095 - Evidence Control Specialist	24.55
30210 - Laboratory Technician	20.59

30221 - Latent Fingerprint Technician I	27.19
30222 - Latent Fingerprint Technician II	30.03
30240 - Mathematical Technician	24.55
30361 - Paralegal/Legal Assistant I	19.62
30362 - Paralegal/Legal Assistant II	24.30
30363 - Paralegal/Legal Assistant III	29.72
30364 - Paralegal/Legal Assistant IV	35.97
30375 - Petroleum Supply Specialist	30.03
30390 - Photo-Optics Technician	24.55
30395 - Radiation Control Technician	30.03
30461 - Technical Writer I	24.66
30462 - Technical Writer II	30.15
30463 - Technical Writer III	36.34
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	27.19
30502 - Weather Forecaster II	33.08
30620 - Weather Observer Combined (see 2)	22.09
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.18
31030 - Bus Driver	19.56
31043 - Driver Courier	15.73
31260 - Parking and Lot Attendant	13.37
31290 - Shuttle Bus Driver	17.04
31310 - Taxi Driver	17.04
31361 - Truckdriver Light	16.89
31362 - Truckdriver Medium	18.04
31363 - Truckdriver Heavy	21.11
31364 - Truckdriver Tractor-Trailer	21.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.44
99050 - Desk Clerk	13.44
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.76
I	
99252 - Laboratory Animal Caretaker	15.84
II	
99260 - Marketing Analyst	26.75
99310 - Mortician	25.60
99410 - Pest Controller	19.91
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.26
99711 - Recycling Specialist	25.66
99730 - Refuse Collector	21.23
99810 - Sales Clerk	14.13
99820 - School Crossing Guard	15.47
99830 - Survey Party Chief	21.59
99831 - Surveying Aide	12.31
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	22.47
99842 - Vending Machine Repairer	18.43
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5659

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5659
Revision No.: 14
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Sutter Yuba

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		30.66
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.39

01043 - Customer Service Representative III	19.53
01051 - Data Entry Operator I	17.88
01052 - Data Entry Operator II	19.50
01060 - Dispatcher Motor Vehicle	22.34
01070 - Document Preparation Clerk	14.83
01090 - Duplicating Machine Operator	25.76
01111 - General Clerk I	15.23
01112 - General Clerk II	16.62
01113 - General Clerk III	18.67
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	16.60
01192 - Order Clerk II	18.11
01261 - Personnel Assistant (Employment) I	17.40
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.69
01270 - Production Control Clerk	23.99
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	19.96
01410 - Supply Technician	30.66
01420 - Survey Worker	19.42
01460 - Switchboard Operator/Receptionist	15.18
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.83
01612 - Word Processor II	16.66
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.71
Fiberglass	
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal	22.49
Mechanic	
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	21.09
05220 - Motor Vehicle Mechanic Helper	16.87

05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	16.65
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	23.13
07041 - Cook I	19.21
07042 - Cook II	22.09
07070 - Dishwasher	13.02
07130 - Food Service Worker	14.06
07210 - Meat Cutter	20.11
07260 - Waiter/Waitress	13.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.29
09040 - Furniture Handler	16.56
09080 - Furniture Refinisher	26.29
09090 - Furniture Refinisher Helper	19.84
09110 - Furniture Repairer Minor	23.05
09130 - Upholsterer	26.29
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.02
11060 - Elevator Operator	15.92
11090 - Gardener	24.08
11122 - Housekeeping Aide	15.92
11150 - Janitor	15.92
11210 - Laborer Grounds Maintenance	18.61
11240 - Maid or Houseman	13.70
11260 - Pruner	16.84
11270 - Tractor Operator	22.27
11330 - Trail Maintenance Worker	18.61
11360 - Window Cleaner	17.60
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	26.56
12012 - Certified Occupational Therapist Assistant	36.43
12015 - Certified Physical Therapist Assistant	36.43
12020 - Dental Assistant	19.98
12025 - Dental Hygienist	49.63
12030 - EKG Technician	40.24
12035 - Electroneurodiagnostic Technologist	40.24

12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	23.75
12072 - Licensed Practical Nurse II	26.56
12073 - Licensed Practical Nurse III	29.60
12100 - Medical Assistant	17.72
12130 - Medical Laboratory Technician	23.75
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	23.13
12195 - Medical Transcriptionist	23.75
12210 - Nuclear Medicine Technologist	58.36
12221 - Nursing Assistant I	12.91
12222 - Nursing Assistant II	14.53
12223 - Nursing Assistant III	15.85
12224 - Nursing Assistant IV	17.79
12235 - Optical Dispenser	26.56
12236 - Optical Technician	23.75
12250 - Pharmacy Technician	19.45
12280 - Phlebotomist	22.91
12305 - Radiologic Technologist	40.49
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III	60.45
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	32.90
12320 - Substance Abuse Treatment Counselor	21.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	16.05
13054 - Library Information Technology Systems Administrator	25.79
13058 - Library Technician	21.24
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53

13071 - Photographer I	17.88
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56
13075 - Photographer V	39.20
13090 - Technical Order Library	17.04
Clerk	
13110 - Video Teleconference	20.53
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	20.10
14042 - Computer Operator II	22.48
14043 - Computer Operator III	25.06
14044 - Computer Operator IV	27.85
14045 - Computer Operator V	30.84
14071 - Computer Programmer I	(see 1) 23.09
14072 - Computer Programmer II	(see 1) 27.18
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	20.10
Operator	
14160 - Personal Computer Support	27.85
Technician	
14170 - System Support Specialist	30.84
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.36
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.77
Instructor (Rated)	
15030 - Air Crew Training Devices	51.27
Instructor (Pilot)	
15050 - Computer Based Training	35.36
Specialist / Instructor	
15060 - Educational Technologist	45.11
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	35.24
15085 - Maintenance Test Pilot Fixed	45.01
Jet/Prop	
15086 - Maintenance Test Pilot	45.01
Rotary Wing	
15088 - Non-Maintenance Test/Co-	45.01
Pilot	
15090 - Technical Instructor	28.75
15095 - Technical Instructor/Course	35.24
Developer	
15110 - Test Proctor	23.74

15120 - Tutor	23.74
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	15.47
Apparel Laundry	
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)	26.68
19040 - Tool And Die Maker	33.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	23.99
21040 - Material Expediter	23.99
21050 - Material Handling Laborer	15.54
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	18.68
21130 - Shipping/Receiving Clerk	18.68
21140 - Store Worker I	14.73
21150 - Stock Clerk	19.78
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.75
23019 - Aircraft Logs and Records Technician	24.81
23021 - Aircraft Mechanic I	30.03
23022 - Aircraft Mechanic II	31.75
23023 - Aircraft Mechanic III	33.51
23040 - Aircraft Mechanic Helper	21.36
23050 - Aircraft Painter	28.29
23060 - Aircraft Servicer	24.81
23070 - Aircraft Survival Flight Equipment Technician	28.29
23080 - Aircraft Worker	26.55

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.03
23110 - Appliance Mechanic	26.68
23120 - Bicycle Repairer	21.76
23125 - Cable Splicer	34.38
23130 - Carpenter Maintenance	26.35
23140 - Carpet Layer	25.05
23160 - Electrician Maintenance	32.98
23181 - Electronics Technician Maintenance I	26.55
23182 - Electronics Technician Maintenance II	28.29
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	23.40
23290 - Fire Alarm System Mechanic	28.31
23310 - Fire Extinguisher Repairer	21.78
23311 - Fuel Distribution System Mechanic	28.31
23312 - Fuel Distribution System Operator	21.76
23370 - General Maintenance Worker	23.11
23380 - Ground Support Equipment Mechanic	30.03
23381 - Ground Support Equipment Servicer	24.81
23382 - Ground Support Equipment Worker	26.55
23391 - Gunsmith I	21.78
23392 - Gunsmith II	25.05
23393 - Gunsmith III	28.33
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.20
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.58
23430 - Heavy Equipment Mechanic	33.97
23440 - Heavy Equipment Operator	31.63
23460 - Instrument Mechanic	30.03
23465 - Laboratory/Shelter Mechanic	26.69
23470 - Laborer	15.54
23510 - Locksmith	26.68
23530 - Machinery Maintenance Mechanic	29.99
23550 - Machinist Maintenance	21.45

23580 - Maintenance Trades Helper	20.14
23591 - Metrology Technician I	30.03
23592 - Metrology Technician II	31.75
23593 - Metrology Technician III	33.51
23640 - Millwright	30.03
23710 - Office Appliance Repairer	26.29
23760 - Painter Maintenance	21.24
23790 - Pipefitter Maintenance	33.98
23810 - Plumber Maintenance	32.01
23820 - Pneudraulic Systems Mechanic	28.31
23850 - Rigger	28.33
23870 - Scale Mechanic	25.05
23890 - Sheet-Metal Worker	31.56
Maintenance	
23910 - Small Engine Mechanic	25.04
23931 - Telecommunications Mechanic	38.54
I	
23932 - Telecommunications Mechanic	40.74
II	
23950 - Telephone Lineman	32.83
23960 - Welder Combination	22.92
Maintenance	
23965 - Well Driller	28.33
23970 - Woodcraft Worker	28.33
23980 - Woodworker	21.76
24000 - Personal Needs Occupations	
24550 - Case Manager	28.93
24570 - Child Care Attendant	13.02
24580 - Child Care Center Clerk	16.23
24610 - Chore Aide	14.01
24620 - Family Readiness And Support	28.93
Services	
Coordinator	
24630 - Homemaker	28.93
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.03
25040 - Sewage Plant Operator	31.19
25070 - Stationary Engineer	30.03
25190 - Ventilation Equipment Tender	21.36
25210 - Water Treatment Plant	31.19
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.60
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	28.25
27010 - Court Security Officer	28.25
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	28.25
27070 - Firefighter	27.74

27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	36.17
27132 - Police Officer II	40.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.08
28042 - Carnival Equipment Repairer	19.55
28043 - Carnival Worker	13.66
28210 - Gate Attendant/Gate Tender	18.30
28310 - Lifeguard	16.29
28350 - Park Attendant (Aide)	20.46
28510 - Recreation Aide/Health	14.93
Facility Attendant	
28515 - Recreation Specialist	25.35
28630 - Sports Official	16.29
28690 - Swimming Pool Operator	22.48
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	33.97
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	19.51

30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	19.66
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	24.40
30462 - Technical Writer II	29.85
30463 - Technical Writer III	36.10
30491 - Unexploded Ordnance (UXO) Technician I	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	31.19
30502 - Weather Forecaster II	37.94
30620 - Weather Observer Combined (see 2)	25.34
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.32
31030 - Bus Driver	19.92
31043 - Driver Courier	15.99
31260 - Parking and Lot Attendant	12.96
31290 - Shuttle Bus Driver	18.05
31310 - Taxi Driver	18.05
31361 - Truckdriver Light	17.28
31362 - Truckdriver Medium	19.45
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.18
99050 - Desk Clerk	13.42
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.61
I	
99252 - Laboratory Animal Caretaker	15.80
II	
99260 - Marketing Analyst	28.43
99310 - Mortician	25.60
99410 - Pest Controller	21.67
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	14.51
99820 - School Crossing Guard	16.28
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	21.54
99841 - Vending Machine Repairer	26.78
99842 - Vending Machine Repairer	21.54
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5661

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5661
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Mariposa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.64
01012 - Accounting Clerk II		18.69
01013 - Accounting Clerk III		20.90
01020 - Administrative Assistant		30.56
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		16.19
01042 - Customer Service Representative II		18.08

01043 - Customer Service Representative III	19.84
01051 - Data Entry Operator I	13.83
01052 - Data Entry Operator II	15.08
01060 - Dispatcher Motor Vehicle	23.40
01070 - Document Preparation Clerk	13.83
01090 - Duplicating Machine Operator	13.83
01111 - General Clerk I	14.77
01112 - General Clerk II	16.12
01113 - General Clerk III	18.11
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	11.27
01191 - Order Clerk I	12.67
01192 - Order Clerk II	13.74
01261 - Personnel Assistant (Employment) I	17.64
01262 - Personnel Assistant (Employment) II	19.75
01263 - Personnel Assistant (Employment) III	22.01
01270 - Production Control Clerk	21.04
01290 - Rental Clerk	14.65
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	30.56
01420 - Survey Worker	19.94
01460 - Switchboard Operator/Receptionist	14.83
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	13.93
01612 - Word Processor II	15.64
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.50
Fiberglass	
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.61
05070 - Automotive Worker	20.61
05110 - Mobile Equipment Servicer	18.26
05130 - Motor Equipment Metal	22.96
Mechanic	
05160 - Motor Equipment Metal Worker	20.61
05190 - Motor Vehicle Mechanic	22.96
05220 - Motor Vehicle Mechanic Helper	17.05

05250 - Motor Vehicle Upholstery Worker	19.45
05280 - Motor Vehicle Wrecker	20.61
05310 - Painter Automotive	21.80
05340 - Radiator Repair Specialist	20.61
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.64
07041 - Cook I	18.17
07042 - Cook II	20.52
07070 - Dishwasher	13.02
07130 - Food Service Worker	13.39
07210 - Meat Cutter	17.40
07260 - Waiter/Waitress	13.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.76
09040 - Furniture Handler	20.72
09080 - Furniture Refinisher	25.76
09090 - Furniture Refinisher Helper	22.59
09110 - Furniture Repairer Minor	23.03
09130 - Upholsterer	25.76
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.22
11060 - Elevator Operator	15.11
11090 - Gardener	19.67
11122 - Housekeeping Aide	15.11
11150 - Janitor	15.11
11210 - Laborer Grounds Maintenance	16.56
11240 - Maid or Houseman	13.77
11260 - Pruner	15.07
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	16.56
11360 - Window Cleaner	16.52
12000 - Health Occupations	
12010 - Ambulance Driver	22.12
12011 - Breath Alcohol Technician	29.68
12012 - Certified Occupational Therapist Assistant	40.72
12015 - Certified Physical Therapist Assistant	40.72
12020 - Dental Assistant	23.66
12025 - Dental Hygienist	50.02
12030 - EKG Technician	44.98
12035 - Electroneurodiagnostic Technologist	44.98

12040 - Emergency Medical Technician	22.12
12071 - Licensed Practical Nurse I	26.54
12072 - Licensed Practical Nurse II	29.68
12073 - Licensed Practical Nurse III	33.08
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.63
Technician	
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	26.06
12210 - Nuclear Medicine Technologist	65.22
Technologist	
12221 - Nursing Assistant I	13.46
12222 - Nursing Assistant II	15.14
12223 - Nursing Assistant III	16.51
12224 - Nursing Assistant IV	18.54
12235 - Optical Dispenser	22.20
12236 - Optical Technician	26.54
12250 - Pharmacy Technician	20.08
12280 - Phlebotomist	22.03
12305 - Radiologic Technologist	43.90
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40
12313 - Registered Nurse II	36.40
Specialist	
12314 - Registered Nurse III	49.68
12315 - Registered Nurse III	49.68
Anesthetist	
12316 - Registered Nurse IV	52.79
12317 - Scheduler (Drug and Alcohol Testing)	36.77
Testing)	
12320 - Substance Abuse Treatment Counselor	28.97
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	21.85
13012 - Exhibits Specialist II	26.85
13013 - Exhibits Specialist III	32.85
13041 - Illustrator I	21.85
13042 - Illustrator II	26.85
13043 - Illustrator III	32.85
13047 - Librarian	29.97
13050 - Library Aide/Clerk	17.94
13054 - Library Information Technology Systems Administrator	27.06
Technology Systems Administrator	
13058 - Library Technician	18.68
13061 - Media Specialist I	19.52
13062 - Media Specialist II	21.85
13063 - Media Specialist III	24.35

13071 - Photographer I	19.39
13072 - Photographer II	21.68
13073 - Photographer III	24.63
13074 - Photographer IV	30.82
13075 - Photographer V	37.28
13090 - Technical Order Library	22.53
Clerk	
13110 - Video Teleconference	19.52
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.59
14042 - Computer Operator II	20.93
14043 - Computer Operator III	24.19
14044 - Computer Operator IV	26.83
14045 - Computer Operator V	29.78
14071 - Computer Programmer I	(see 1) 18.30
14072 - Computer Programmer II	(see 1) 22.67
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	18.59
Operator	
14160 - Personal Computer Support	26.83
Technician	
14170 - System Support Specialist	29.78
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.50
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.90
Instructor (Rated)	
15030 - Air Crew Training Devices	44.23
Instructor (Pilot)	
15050 - Computer Based Training	30.50
Specialist / Instructor	
15060 - Educational Technologist	45.29
15070 - Flight Instructor (Pilot)	44.23
15080 - Graphic Artist	27.69
15085 - Maintenance Test Pilot Fixed	44.23
Jet/Prop	
15086 - Maintenance Test Pilot	44.23
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.23
Pilot	
15090 - Technical Instructor	23.58
15095 - Technical Instructor/Course	28.85
Developer	
15110 - Test Proctor	19.04

15120 - Tutor	19.04
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	15.47
Apparel Laundry	
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)	31.24
19040 - Tool And Die Maker	37.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.92
21030 - Material Coordinator	23.47
21040 - Material Expediter	23.47
21050 - Material Handling Laborer	14.77
21071 - Order Filler	14.43
21080 - Production Line Worker (Food Processing)	19.92
21110 - Shipping Packer	16.91
21130 - Shipping/Receiving Clerk	16.91
21140 - Store Worker I	15.85
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	19.92
21410 - Warehouse Specialist	19.92
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.59
23019 - Aircraft Logs and Records Technician	27.87
23021 - Aircraft Mechanic I	32.90
23022 - Aircraft Mechanic II	34.59
23023 - Aircraft Mechanic III	36.23
23040 - Aircraft Mechanic Helper	24.44
23050 - Aircraft Painter	31.24
23060 - Aircraft Servicer	27.87
23070 - Aircraft Survival Flight Equipment Technician	31.24
23080 - Aircraft Worker	29.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.90
23110 - Appliance Mechanic	29.25
23120 - Bicycle Repairer	20.93
23125 - Cable Splicer	33.91
23130 - Carpenter Maintenance	27.10
23140 - Carpet Layer	29.54
23160 - Electrician Maintenance	34.17
23181 - Electronics Technician Maintenance I	29.54
23182 - Electronics Technician Maintenance II	31.24
23183 - Electronics Technician Maintenance III	32.90
23260 - Fabric Worker	27.87
23290 - Fire Alarm System Mechanic	32.90
23310 - Fire Extinguisher Repairer	26.17
23311 - Fuel Distribution System Mechanic	34.64
23312 - Fuel Distribution System Operator	26.65
23370 - General Maintenance Worker	20.58
23380 - Ground Support Equipment Mechanic	32.90
23381 - Ground Support Equipment Servicer	27.87
23382 - Ground Support Equipment Worker	29.54
23391 - Gunsmith I	26.17
23392 - Gunsmith II	29.54
23393 - Gunsmith III	32.90
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.03
23430 - Heavy Equipment Mechanic	29.60
23440 - Heavy Equipment Operator	28.93
23460 - Instrument Mechanic	32.90
23465 - Laboratory/Shelter Mechanic	31.24
23470 - Laborer	14.77
23510 - Locksmith	31.24
23530 - Machinery Maintenance Mechanic	32.90
23550 - Machinist Maintenance	22.32

23580 - Maintenance Trades Helper	15.68
23591 - Metrology Technician I	32.90
23592 - Metrology Technician II	34.59
23593 - Metrology Technician III	36.23
23640 - Millwright	32.90
23710 - Office Appliance Repairer	31.24
23760 - Painter Maintenance	23.85
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.20
23820 - Pneudraulic Systems Mechanic	32.90
23850 - Rigger	32.90
23870 - Scale Mechanic	29.54
23890 - Sheet-Metal Worker	32.90
Maintenance	
23910 - Small Engine Mechanic	27.58
23931 - Telecommunications Mechanic	30.43
I	
23932 - Telecommunications Mechanic	31.99
II	
23950 - Telephone Lineman	35.12
23960 - Welder Combination	23.39
Maintenance	
23965 - Well Driller	28.03
23970 - Woodcraft Worker	32.90
23980 - Woodworker	26.08
24000 - Personal Needs Occupations	
24550 - Case Manager	21.42
24570 - Child Care Attendant	14.72
24580 - Child Care Center Clerk	18.35
24610 - Chore Aide	13.62
24620 - Family Readiness And Support	21.42
Services	
Coordinator	
24630 - Homemaker	21.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.90
25040 - Sewage Plant Operator	31.21
25070 - Stationary Engineer	32.90
25190 - Ventilation Equipment Tender	24.44
25210 - Water Treatment Plant	31.21
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.23
27007 - Baggage Inspector	16.16
27008 - Corrections Officer	41.71
27010 - Court Security Officer	33.05
27030 - Detection Dog Handler	18.07
27040 - Detention Officer	41.71
27070 - Firefighter	25.39

27101 - Guard I	16.16
27102 - Guard II	18.07
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.98
28042 - Carnival Equipment Repairer	18.17
28043 - Carnival Worker	13.37
28210 - Gate Attendant/Gate Tender	20.11
28310 - Lifeguard	17.31
28350 - Park Attendant (Aide)	22.50
28510 - Recreation Aide/Health	16.41
Facility Attendant	
28515 - Recreation Specialist	27.85
28630 - Sports Official	17.91
28690 - Swimming Pool Operator	20.54
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	29.54
29020 - Hatch Tender	29.54
29030 - Line Handler	29.54
29041 - Stevedore I	27.87
29042 - Stevedore II	31.24
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.32
30022 - Archeological Technician II	20.09
30023 - Archeological Technician III	25.39
30030 - Cartographic Technician	25.39
30040 - Civil Engineering Technician	25.83
30051 - Cryogenic Technician I	24.77
30052 - Cryogenic Technician II	27.35
30061 - Drafter/CAD Operator I	18.32
30062 - Drafter/CAD Operator II	20.09
30063 - Drafter/CAD Operator III	22.85
30064 - Drafter/CAD Operator IV	28.11
30081 - Engineering Technician I	16.43
30082 - Engineering Technician II	18.45
30083 - Engineering Technician III	20.69
30084 - Engineering Technician IV	24.86
30085 - Engineering Technician V	30.40
30086 - Engineering Technician VI	36.78
30090 - Environmental Technician	33.13
30095 - Evidence Control Specialist	22.36
30210 - Laboratory Technician	20.12

30221 - Latent Fingerprint Technician I	24.77
30222 - Latent Fingerprint Technician II	27.35
30240 - Mathematical Technician	25.39
30361 - Paralegal/Legal Assistant I	20.02
30362 - Paralegal/Legal Assistant II	24.79
30363 - Paralegal/Legal Assistant III	30.33
30364 - Paralegal/Legal Assistant IV	36.69
30375 - Petroleum Supply Specialist	27.35
30390 - Photo-Optics Technician	25.39
30395 - Radiation Control Technician	27.35
30461 - Technical Writer I	24.46
30462 - Technical Writer II	29.92
30463 - Technical Writer III	36.20
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	24.77
30502 - Weather Forecaster II	30.12
30620 - Weather Observer Combined (see 2)	22.85
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.45
31030 - Bus Driver	20.47
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	14.46
31290 - Shuttle Bus Driver	17.15
31310 - Taxi Driver	16.62
31361 - Truckdriver Light	18.04
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	21.34
31364 - Truckdriver Tractor-Trailer	21.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.71
99050 - Desk Clerk	13.02
99095 - Embalmer	26.70

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.00
I	
99252 - Laboratory Animal Caretaker	16.06
II	
99260 - Marketing Analyst	26.18
99310 - Mortician	26.70
99410 - Pest Controller	21.98
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.24
99711 - Recycling Specialist	26.08
99730 - Refuse Collector	20.92
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	17.15
99830 - Survey Party Chief	32.23
99831 - Surveying Aide	21.43
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	19.04
99841 - Vending Machine Repairer	26.05
99842 - Vending Machine Repairer	19.81
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5663

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5663
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Amador

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.64
01012 - Accounting Clerk II		18.69
01013 - Accounting Clerk III		20.90
01020 - Administrative Assistant		30.56
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		16.19
01042 - Customer Service Representative II		18.08

01043 - Customer Service Representative III	19.84
01051 - Data Entry Operator I	15.96
01052 - Data Entry Operator II	17.42
01060 - Dispatcher Motor Vehicle	24.34
01070 - Document Preparation Clerk	14.72
01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	14.77
01112 - General Clerk II	16.12
01113 - General Clerk III	18.11
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.88
01192 - Order Clerk II	16.24
01261 - Personnel Assistant (Employment) I	17.68
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	22.06
01270 - Production Control Clerk	22.10
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	30.56
01420 - Survey Worker	19.94
01460 - Switchboard Operator/Receptionist	14.83
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	28.15
Fiberglass	
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.61
05070 - Automotive Worker	20.61
05110 - Mobile Equipment Servicer	18.26
05130 - Motor Equipment Metal	22.96
Mechanic	
05160 - Motor Equipment Metal Worker	20.61
05190 - Motor Vehicle Mechanic	22.96
05220 - Motor Vehicle Mechanic Helper	17.05

05250 - Motor Vehicle Upholstery Worker	19.45
05280 - Motor Vehicle Wrecker	20.61
05310 - Painter Automotive	21.80
05340 - Radiator Repair Specialist	20.61
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.17
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	13.02
07130 - Food Service Worker	13.39
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	13.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.63
09040 - Furniture Handler	20.72
09080 - Furniture Refinisher	29.63
09090 - Furniture Refinisher Helper	24.31
09110 - Furniture Repairer Minor	27.85
09130 - Upholsterer	29.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.44
11060 - Elevator Operator	15.11
11090 - Gardener	20.84
11122 - Housekeeping Aide	15.11
11150 - Janitor	15.11
11210 - Laborer Grounds Maintenance	16.56
11240 - Maid or Houseman	13.77
11260 - Pruner	15.07
11270 - Tractor Operator	19.43
11330 - Trail Maintenance Worker	16.56
11360 - Window Cleaner	16.52
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	29.68
12012 - Certified Occupational Therapist Assistant	40.72
12015 - Certified Physical Therapist Assistant	40.72
12020 - Dental Assistant	23.66
12025 - Dental Hygienist	50.02
12030 - EKG Technician	44.98
12035 - Electroneurodiagnostic Technologist	44.98

12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	26.54
12072 - Licensed Practical Nurse II	29.68
12073 - Licensed Practical Nurse III	33.08
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.63
Technician	
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	26.06
12210 - Nuclear Medicine Technologist	65.22
Technologist	
12221 - Nursing Assistant I	13.65
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	17.08
12224 - Nursing Assistant IV	19.18
12235 - Optical Dispenser	22.20
12236 - Optical Technician	26.54
12250 - Pharmacy Technician	20.08
12280 - Phlebotomist	23.21
12305 - Radiologic Technologist	43.90
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II	49.98
Specialist	
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III	60.45
Anesthetist	
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	36.77
Testing)	
12320 - Substance Abuse Treatment Counselor	28.97
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	17.94
13054 - Library Information Technology Systems Administrator	26.85
Technology Systems Administrator	
13058 - Library Technician	18.68
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53

13071 - Photographer I	19.52
13072 - Photographer II	21.85
13073 - Photographer III	27.06
13074 - Photographer IV	33.56
13075 - Photographer V	40.05
13090 - Technical Order Library	22.53
Clerk	
13110 - Video Teleconference	20.53
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.54
14042 - Computer Operator II	21.86
14043 - Computer Operator III	24.37
14044 - Computer Operator IV	27.07
14045 - Computer Operator V	29.99
14071 - Computer Programmer I	(see 1) 23.09
14072 - Computer Programmer II	(see 1) 27.18
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	19.54
Operator	
14160 - Personal Computer Support	27.08
Technician	
14170 - System Support Specialist	30.84
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.36
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.77
Instructor (Rated)	
15030 - Air Crew Training Devices	51.27
Instructor (Pilot)	
15050 - Computer Based Training	35.36
Specialist / Instructor	
15060 - Educational Technologist	45.29
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	26.48
15085 - Maintenance Test Pilot Fixed	44.23
Jet/Prop	
15086 - Maintenance Test Pilot	44.23
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.23
Pilot	
15090 - Technical Instructor	23.58
15095 - Technical Instructor/Course	28.85
Developer	
15110 - Test Proctor	19.04

15120 - Tutor	19.04
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	15.47
Apparel Laundry	
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)	31.24
19040 - Tool And Die Maker	37.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.58
21030 - Material Coordinator	23.47
21040 - Material Expediter	23.47
21050 - Material Handling Laborer	16.60
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	20.58
21110 - Shipping Packer	16.91
21130 - Shipping/Receiving Clerk	16.91
21140 - Store Worker I	15.85
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	20.58
21410 - Warehouse Specialist	20.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.59
23019 - Aircraft Logs and Records Technician	27.87
23021 - Aircraft Mechanic I	32.90
23022 - Aircraft Mechanic II	34.59
23023 - Aircraft Mechanic III	36.23
23040 - Aircraft Mechanic Helper	24.44
23050 - Aircraft Painter	31.24
23060 - Aircraft Servicer	27.87
23070 - Aircraft Survival Flight Equipment Technician	31.24
23080 - Aircraft Worker	29.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.90
23110 - Appliance Mechanic	29.25
23120 - Bicycle Repairer	26.08
23125 - Cable Splicer	41.60
23130 - Carpenter Maintenance	27.12
23140 - Carpet Layer	29.54
23160 - Electrician Maintenance	34.17
23181 - Electronics Technician Maintenance I	29.54
23182 - Electronics Technician Maintenance II	31.24
23183 - Electronics Technician Maintenance III	32.90
23260 - Fabric Worker	27.87
23290 - Fire Alarm System Mechanic	32.90
23310 - Fire Extinguisher Repairer	26.17
23311 - Fuel Distribution System Mechanic	33.91
23312 - Fuel Distribution System Operator	26.65
23370 - General Maintenance Worker	20.58
23380 - Ground Support Equipment Mechanic	32.90
23381 - Ground Support Equipment Servicer	27.87
23382 - Ground Support Equipment Worker	29.54
23391 - Gunsmith I	26.17
23392 - Gunsmith II	29.54
23393 - Gunsmith III	32.90
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.03
23430 - Heavy Equipment Mechanic	30.33
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	32.90
23465 - Laboratory/Shelter Mechanic	31.24
23470 - Laborer	16.60
23510 - Locksmith	31.24
23530 - Machinery Maintenance Mechanic	32.90
23550 - Machinist Maintenance	23.10

23580 - Maintenance Trades Helper	19.15
23591 - Metrology Technician I	32.90
23592 - Metrology Technician II	34.59
23593 - Metrology Technician III	36.23
23640 - Millwright	32.90
23710 - Office Appliance Repairer	31.24
23760 - Painter Maintenance	26.94
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.20
23820 - Pneudraulic Systems Mechanic	32.90
23850 - Rigger	32.90
23870 - Scale Mechanic	29.54
23890 - Sheet-Metal Worker	32.90
Maintenance	
23910 - Small Engine Mechanic	27.58
23931 - Telecommunications Mechanic	30.43
I	
23932 - Telecommunications Mechanic	31.99
II	
23950 - Telephone Lineman	33.91
23960 - Welder Combination	25.48
Maintenance	
23965 - Well Driller	28.03
23970 - Woodcraft Worker	32.90
23980 - Woodworker	26.17
24000 - Personal Needs Occupations	
24550 - Case Manager	21.42
24570 - Child Care Attendant	14.72
24580 - Child Care Center Clerk	18.35
24610 - Chore Aide	13.62
24620 - Family Readiness And Support	21.42
Services	
Coordinator	
24630 - Homemaker	21.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.90
25040 - Sewage Plant Operator	31.21
25070 - Stationary Engineer	32.90
25190 - Ventilation Equipment Tender	24.44
25210 - Water Treatment Plant	31.21
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.40
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	42.23
27010 - Court Security Officer	33.05
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	42.23
27070 - Firefighter	24.44

27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.98
28042 - Carnival Equipment Repairer	18.17
28043 - Carnival Worker	13.37
28210 - Gate Attendant/Gate Tender	20.11
28310 - Lifeguard	17.27
28350 - Park Attendant (Aide)	22.50
28510 - Recreation Aide/Health	16.41
Facility Attendant	
28515 - Recreation Specialist	27.85
28630 - Sports Official	17.91
28690 - Swimming Pool Operator	20.54
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	29.54
29020 - Hatch Tender	29.54
29030 - Line Handler	29.54
29041 - Stevedore I	27.87
29042 - Stevedore II	31.24
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	27.13
30051 - Cryogenic Technician I	24.77
30052 - Cryogenic Technician II	27.35
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	33.56
30095 - Evidence Control Specialist	22.36
30210 - Laboratory Technician	21.46

30221 - Latent Fingerprint Technician I	24.77
30222 - Latent Fingerprint Technician II	27.35
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	20.02
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	27.35
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	27.35
30461 - Technical Writer I	25.56
30462 - Technical Writer II	31.27
30463 - Technical Writer III	37.83
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	24.77
30502 - Weather Forecaster II	30.12
30620 - Weather Observer Combined (see 2)	25.34
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.45
31030 - Bus Driver	20.47
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	14.46
31290 - Shuttle Bus Driver	17.55
31310 - Taxi Driver	16.62
31361 - Truckdriver Light	18.04
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	21.34
31364 - Truckdriver Tractor-Trailer	21.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.71
99050 - Desk Clerk	13.02
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.00
I	
99252 - Laboratory Animal Caretaker	16.06
II	
99260 - Marketing Analyst	26.18
99310 - Mortician	25.60
99410 - Pest Controller	21.98
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	25.53
99711 - Recycling Specialist	29.66
99730 - Refuse Collector	23.35
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	17.15
99830 - Survey Party Chief	39.31
99831 - Surveying Aide	21.35
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	21.78
99841 - Vending Machine Repairer	26.33
99842 - Vending Machine Repairer	21.78
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5665

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5665
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Calaveras Tuolumne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.64
01012 - Accounting Clerk II		18.69
01013 - Accounting Clerk III		20.90
01020 - Administrative Assistant		30.56
01035 - Court Reporter		18.28
01041 - Customer Service Representative I		16.19
01042 - Customer Service Representative II		18.08

01043 - Customer Service Representative III	19.84
01051 - Data Entry Operator I	12.69
01052 - Data Entry Operator II	13.85
01060 - Dispatcher Motor Vehicle	24.34
01070 - Document Preparation Clerk	14.56
01090 - Duplicating Machine Operator	14.56
01111 - General Clerk I	14.77
01112 - General Clerk II	16.12
01113 - General Clerk III	18.11
01120 - Housing Referral Assistant	20.39
01141 - Messenger Courier	12.28
01191 - Order Clerk I	13.75
01192 - Order Clerk II	14.95
01261 - Personnel Assistant (Employment) I	17.68
01262 - Personnel Assistant (Employment) II	18.17
01263 - Personnel Assistant (Employment) III	22.06
01270 - Production Control Clerk	21.88
01290 - Rental Clerk	14.65
01300 - Scheduler Maintenance	16.34
01311 - Secretary I	16.34
01312 - Secretary II	18.28
01313 - Secretary III	20.39
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	30.56
01420 - Survey Worker	19.94
01460 - Switchboard Operator/Receptionist	14.83
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	13.87
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.50
Fiberglass	
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	20.61
05110 - Mobile Equipment Servicer	18.26
05130 - Motor Equipment Metal	22.96
Mechanic	
05160 - Motor Equipment Metal Worker	20.61
05190 - Motor Vehicle Mechanic	22.96
05220 - Motor Vehicle Mechanic Helper	17.05

05250 - Motor Vehicle Upholstery Worker	19.45
05280 - Motor Vehicle Wrecker	20.61
05310 - Painter Automotive	21.80
05340 - Radiator Repair Specialist	20.61
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.17
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	13.02
07130 - Food Service Worker	13.39
07210 - Meat Cutter	17.40
07260 - Waiter/Waitress	13.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.29
09040 - Furniture Handler	20.76
09080 - Furniture Refinisher	26.29
09090 - Furniture Refinisher Helper	24.31
09110 - Furniture Repairer Minor	26.79
09130 - Upholsterer	26.29
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.22
11060 - Elevator Operator	15.11
11090 - Gardener	20.84
11122 - Housekeeping Aide	15.11
11150 - Janitor	15.11
11210 - Laborer Grounds Maintenance	16.56
11240 - Maid or Houseman	13.77
11260 - Pruner	15.07
11270 - Tractor Operator	19.43
11330 - Trail Maintenance Worker	16.56
11360 - Window Cleaner	16.52
12000 - Health Occupations	
12010 - Ambulance Driver	19.72
12011 - Breath Alcohol Technician	29.12
12012 - Certified Occupational Therapist Assistant	40.72
12015 - Certified Physical Therapist Assistant	40.72
12020 - Dental Assistant	23.66
12025 - Dental Hygienist	50.02
12030 - EKG Technician	44.98
12035 - Electroneurodiagnostic Technologist	44.98

12040 - Emergency Medical Technician	19.72
12071 - Licensed Practical Nurse I	26.54
12072 - Licensed Practical Nurse II	29.68
12073 - Licensed Practical Nurse III	33.08
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.63
Technician	
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	26.06
12210 - Nuclear Medicine Technologist	65.22
Technologist	
12221 - Nursing Assistant I	13.46
12222 - Nursing Assistant II	15.14
12223 - Nursing Assistant III	16.51
12224 - Nursing Assistant IV	18.54
12235 - Optical Dispenser	22.20
12236 - Optical Technician	26.40
12250 - Pharmacy Technician	20.08
12280 - Phlebotomist	22.03
12305 - Radiologic Technologist	43.90
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40
12313 - Registered Nurse II	36.21
Specialist	
12314 - Registered Nurse III	48.18
12315 - Registered Nurse III	48.18
Anesthetist	
12316 - Registered Nurse IV	52.79
12317 - Scheduler (Drug and Alcohol Testing)	36.77
Testing)	
12320 - Substance Abuse Treatment Counselor	28.97
Counselor	
13000 - Information And Arts Occupations	
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	17.94
13054 - Library Information Technology Systems Administrator	29.54
Technology Systems Administrator	
13058 - Library Technician	18.68
13061 - Media Specialist I	19.39
13062 - Media Specialist II	21.68
13063 - Media Specialist III	24.16

13071 - Photographer I	18.15
13072 - Photographer II	20.01
13073 - Photographer III	24.94
13074 - Photographer IV	30.49
13075 - Photographer V	36.89
13090 - Technical Order Library	22.53
Clerk	
13110 - Video Teleconference	19.52
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.79
14042 - Computer Operator II	21.33
14043 - Computer Operator III	23.95
14044 - Computer Operator IV	26.61
14045 - Computer Operator V	29.48
14071 - Computer Programmer I	(see 1) 20.21
14072 - Computer Programmer II	(see 1) 25.48
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	18.79
Operator	
14160 - Personal Computer Support	26.61
Technician	
14170 - System Support Specialist	29.48
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.50
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.90
Instructor (Rated)	
15030 - Air Crew Training Devices	44.23
Instructor (Pilot)	
15050 - Computer Based Training	30.50
Specialist / Instructor	
15060 - Educational Technologist	44.40
15070 - Flight Instructor (Pilot)	44.23
15080 - Graphic Artist	24.37
15085 - Maintenance Test Pilot Fixed	44.23
Jet/Prop	
15086 - Maintenance Test Pilot	44.23
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.23
Pilot	
15090 - Technical Instructor	23.35
15095 - Technical Instructor/Course	28.57
Developer	
15110 - Test Proctor	18.84

15120 - Tutor	18.84
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	15.47
Apparel Laundry	
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)	31.24
19040 - Tool And Die Maker	37.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.58
21030 - Material Coordinator	23.47
21040 - Material Expediter	23.47
21050 - Material Handling Laborer	16.60
21071 - Order Filler	14.43
21080 - Production Line Worker (Food Processing)	20.58
21110 - Shipping Packer	16.91
21130 - Shipping/Receiving Clerk	16.91
21140 - Store Worker I	15.85
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	20.58
21410 - Warehouse Specialist	20.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.59
23019 - Aircraft Logs and Records Technician	27.87
23021 - Aircraft Mechanic I	32.90
23022 - Aircraft Mechanic II	34.59
23023 - Aircraft Mechanic III	36.23
23040 - Aircraft Mechanic Helper	24.44
23050 - Aircraft Painter	31.24
23060 - Aircraft Servicer	27.87
23070 - Aircraft Survival Flight Equipment Technician	31.24
23080 - Aircraft Worker	29.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.90
23110 - Appliance Mechanic	29.25
23120 - Bicycle Repairer	25.03
23125 - Cable Splicer	33.91
23130 - Carpenter Maintenance	27.12
23140 - Carpet Layer	29.54
23160 - Electrician Maintenance	34.17
23181 - Electronics Technician Maintenance I	29.54
23182 - Electronics Technician Maintenance II	31.24
23183 - Electronics Technician Maintenance III	32.90
23260 - Fabric Worker	27.87
23290 - Fire Alarm System Mechanic	32.90
23310 - Fire Extinguisher Repairer	26.17
23311 - Fuel Distribution System Mechanic	33.91
23312 - Fuel Distribution System Operator	26.65
23370 - General Maintenance Worker	20.58
23380 - Ground Support Equipment Mechanic	32.90
23381 - Ground Support Equipment Servicer	27.87
23382 - Ground Support Equipment Worker	29.54
23391 - Gunsmith I	26.17
23392 - Gunsmith II	29.54
23393 - Gunsmith III	32.90
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.03
23430 - Heavy Equipment Mechanic	30.33
23440 - Heavy Equipment Operator	30.51
23460 - Instrument Mechanic	32.90
23465 - Laboratory/Shelter Mechanic	31.24
23470 - Laborer	16.60
23510 - Locksmith	31.24
23530 - Machinery Maintenance Mechanic	32.90
23550 - Machinist Maintenance	22.87

23580 - Maintenance Trades Helper	17.04
23591 - Metrology Technician I	32.90
23592 - Metrology Technician II	34.59
23593 - Metrology Technician III	36.23
23640 - Millwright	32.90
23710 - Office Appliance Repairer	31.24
23760 - Painter Maintenance	26.18
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.20
23820 - Pneudraulic Systems Mechanic	32.90
23850 - Rigger	32.90
23870 - Scale Mechanic	29.54
23890 - Sheet-Metal Worker	32.90
Maintenance	
23910 - Small Engine Mechanic	27.58
23931 - Telecommunications Mechanic	30.43
I	
23932 - Telecommunications Mechanic	31.99
II	
23950 - Telephone Lineman	36.05
23960 - Welder Combination	23.39
Maintenance	
23965 - Well Driller	28.03
23970 - Woodcraft Worker	32.90
23980 - Woodworker	26.08
24000 - Personal Needs Occupations	
24550 - Case Manager	21.42
24570 - Child Care Attendant	14.72
24580 - Child Care Center Clerk	18.35
24610 - Chore Aide	13.62
24620 - Family Readiness And Support	21.42
Services	
Coordinator	
24630 - Homemaker	21.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.90
25040 - Sewage Plant Operator	31.21
25070 - Stationary Engineer	32.90
25190 - Ventilation Equipment Tender	24.44
25210 - Water Treatment Plant	31.21
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.40
27007 - Baggage Inspector	16.16
27008 - Corrections Officer	42.23
27010 - Court Security Officer	33.05
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	42.23
27070 - Firefighter	24.77

27101 - Guard I	16.16
27102 - Guard II	18.61
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.98
28042 - Carnival Equipment Repairer	18.17
28043 - Carnival Worker	13.37
28210 - Gate Attendant/Gate Tender	19.93
28310 - Lifeguard	16.68
28350 - Park Attendant (Aide)	22.31
28510 - Recreation Aide/Health	16.28
Facility Attendant	
28515 - Recreation Specialist	27.63
28630 - Sports Official	17.77
28690 - Swimming Pool Operator	20.54
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	29.54
29020 - Hatch Tender	29.54
29030 - Line Handler	29.54
29041 - Stevedore I	27.87
29042 - Stevedore II	31.24
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	26.27
30051 - Cryogenic Technician I	24.77
30052 - Cryogenic Technician II	27.35
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	16.43
30082 - Engineering Technician II	18.45
30083 - Engineering Technician III	20.64
30084 - Engineering Technician IV	25.56
30085 - Engineering Technician V	31.27
30086 - Engineering Technician VI	37.83
30090 - Environmental Technician	32.79
30095 - Evidence Control Specialist	22.36
30210 - Laboratory Technician	24.82

30221 - Latent Fingerprint Technician I	24.77
30222 - Latent Fingerprint Technician II	27.35
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	27.35
30390 - Photo-Optics Technician	26.83
30395 - Radiation Control Technician	27.35
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	24.77
30502 - Weather Forecaster II	30.12
30620 - Weather Observer Combined (see 2)	24.82
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.45
31030 - Bus Driver	20.47
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	14.46
31290 - Shuttle Bus Driver	17.55
31310 - Taxi Driver	16.62
31361 - Truckdriver Light	18.04
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	21.34
31364 - Truckdriver Tractor-Trailer	21.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.71
99050 - Desk Clerk	13.02
99095 - Embalmer	25.80

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.00
I	
99252 - Laboratory Animal Caretaker	16.06
II	
99260 - Marketing Analyst	26.18
99310 - Mortician	25.80
99410 - Pest Controller	21.98
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	25.53
99711 - Recycling Specialist	29.66
99730 - Refuse Collector	23.35
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	17.15
99830 - Survey Party Chief	35.42
99831 - Surveying Aide	21.38
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	17.69
99841 - Vending Machine Repairer	23.56
99842 - Vending Machine Repairer	19.48
Helper	

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.

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)).

Standard Wage Determination No.: 2015-5667

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5667
Revision No.: 18
Date Of Last Revision: 12/27/2021

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 Executive Order 14026 generally 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 that 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: California

Area: California County of Alpine

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.22
01012 - Accounting Clerk II		19.33
01013 - Accounting Clerk III		21.63
01020 - Administrative Assistant		31.05
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		15.49
01042 - Customer Service Representative II		17.42

01043 - Customer Service Representative III	19.02
01051 - Data Entry Operator I	15.96
01052 - Data Entry Operator II	17.42
01060 - Dispatcher Motor Vehicle	22.40
01070 - Document Preparation Clerk	14.72
01090 - Duplicating Machine Operator	14.72
01111 - General Clerk I	15.43
01112 - General Clerk II	16.84
01113 - General Clerk III	19.41
01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.88
01192 - Order Clerk II	16.24
01261 - Personnel Assistant (Employment) I	17.68
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	22.06
01270 - Production Control Clerk	21.81
01290 - Rental Clerk	16.57
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	20.02
01410 - Supply Technician	31.05
01420 - Survey Worker	19.94
01460 - Switchboard Operator/Receptionist	14.83
01531 - Travel Clerk I	14.93
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	28.15
Fiberglass	
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.61
05070 - Automotive Worker	20.61
05110 - Mobile Equipment Servicer	18.26
05130 - Motor Equipment Metal	22.96
Mechanic	
05160 - Motor Equipment Metal Worker	20.61
05190 - Motor Vehicle Mechanic	22.96
05220 - Motor Vehicle Mechanic Helper	17.05

05250 - Motor Vehicle Upholstery Worker	19.45
05280 - Motor Vehicle Wrecker	20.61
05310 - Painter Automotive	21.80
05340 - Radiator Repair Specialist	20.61
05370 - Tire Repairer	16.78
05400 - Transmission Repair Specialist	22.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.69
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	13.02
07130 - Food Service Worker	13.39
07210 - Meat Cutter	18.72
07260 - Waiter/Waitress	13.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.63
09040 - Furniture Handler	21.04
09080 - Furniture Refinisher	29.63
09090 - Furniture Refinisher Helper	24.44
09110 - Furniture Repairer Minor	27.87
09130 - Upholsterer	29.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.03
11060 - Elevator Operator	15.98
11090 - Gardener	19.67
11122 - Housekeeping Aide	15.98
11150 - Janitor	15.98
11210 - Laborer Grounds Maintenance	15.82
11240 - Maid or Houseman	13.77
11260 - Pruner	14.46
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.82
11360 - Window Cleaner	17.47
12000 - Health Occupations	
12010 - Ambulance Driver	18.23
12011 - Breath Alcohol Technician	25.05
12012 - Certified Occupational Therapist Assistant	37.62
12015 - Certified Physical Therapist Assistant	39.91
12020 - Dental Assistant	23.66
12025 - Dental Hygienist	50.02
12030 - EKG Technician	37.61
12035 - Electroneurodiagnostic Technologist	37.61

12040 - Emergency Medical Technician	18.23
12071 - Licensed Practical Nurse I	26.54
12072 - Licensed Practical Nurse II	29.68
12073 - Licensed Practical Nurse III	33.08
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	21.63
Technician	
12160 - Medical Record Clerk	21.21
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	25.03
12210 - Nuclear Medicine	62.81
Technologist	
12221 - Nursing Assistant I	15.02
12222 - Nursing Assistant II	16.89
12223 - Nursing Assistant III	18.79
12224 - Nursing Assistant IV	21.10
12235 - Optical Dispenser	21.09
12236 - Optical Technician	23.07
12250 - Pharmacy Technician	20.08
12280 - Phlebotomist	25.53
12305 - Radiologic Technologist	43.82
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II	49.98
Specialist	
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III	60.45
Anesthetist	
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	36.77
Testing)	
12320 - Substance Abuse Treatment	28.66
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	17.94
13054 - Library Information	26.85
Technology Systems	
Administrator	
13058 - Library Technician	18.23
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53

13071 - Photographer I	19.52
13072 - Photographer II	21.85
13073 - Photographer III	27.06
13074 - Photographer IV	33.56
13075 - Photographer V	40.05
13090 - Technical Order Library	20.61
Clerk	
13110 - Video Teleconference	20.53
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	19.54
14042 - Computer Operator II	21.86
14043 - Computer Operator III	24.37
14044 - Computer Operator IV	27.07
14045 - Computer Operator V	29.99
14071 - Computer Programmer I	(see 1) 23.09
14072 - Computer Programmer II	(see 1) 27.18
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	20.10
Operator	
14160 - Personal Computer Support	27.07
Technician	
14170 - System Support Specialist	30.84
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	35.36
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	42.77
Instructor (Rated)	
15030 - Air Crew Training Devices	51.27
Instructor (Pilot)	
15050 - Computer Based Training	35.36
Specialist / Instructor	
15060 - Educational Technologist	40.76
15070 - Flight Instructor (Pilot)	51.27
15080 - Graphic Artist	26.48
15085 - Maintenance Test Pilot Fixed	44.23
Jet/Prop	
15086 - Maintenance Test Pilot	44.23
Rotary Wing	
15088 - Non-Maintenance Test/Co-	44.23
Pilot	
15090 - Technical Instructor	23.58
15095 - Technical Instructor/Course	28.85
Developer	
15110 - Test Proctor	19.04

15120 - Tutor	19.04
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	15.47
Apparel Laundry	
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)	31.24
19040 - Tool And Die Maker	37.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.58
21030 - Material Coordinator	23.47
21040 - Material Expediter	23.47
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	20.58
21110 - Shipping Packer	16.91
21130 - Shipping/Receiving Clerk	16.91
21140 - Store Worker I	15.85
21150 - Stock Clerk	20.26
21210 - Tools And Parts Attendant	20.58
21410 - Warehouse Specialist	20.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.59
23019 - Aircraft Logs and Records Technician	27.87
23021 - Aircraft Mechanic I	32.90
23022 - Aircraft Mechanic II	34.59
23023 - Aircraft Mechanic III	36.23
23040 - Aircraft Mechanic Helper	24.44
23050 - Aircraft Painter	31.24
23060 - Aircraft Servicer	27.87
23070 - Aircraft Survival Flight Equipment Technician	31.24
23080 - Aircraft Worker	29.54

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.90
23110 - Appliance Mechanic	29.90
23120 - Bicycle Repairer	26.17
23125 - Cable Splicer	41.60
23130 - Carpenter Maintenance	27.30
23140 - Carpet Layer	29.54
23160 - Electrician Maintenance	33.43
23181 - Electronics Technician Maintenance I	29.54
23182 - Electronics Technician Maintenance II	31.24
23183 - Electronics Technician Maintenance III	32.90
23260 - Fabric Worker	27.87
23290 - Fire Alarm System Mechanic	32.90
23310 - Fire Extinguisher Repairer	26.17
23311 - Fuel Distribution System Mechanic	34.76
23312 - Fuel Distribution System Operator	27.54
23370 - General Maintenance Worker	20.58
23380 - Ground Support Equipment Mechanic	32.90
23381 - Ground Support Equipment Servicer	27.87
23382 - Ground Support Equipment Worker	29.54
23391 - Gunsmith I	26.17
23392 - Gunsmith II	29.54
23393 - Gunsmith III	32.90
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.03
23430 - Heavy Equipment Mechanic	29.51
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	32.90
23465 - Laboratory/Shelter Mechanic	31.24
23470 - Laborer	15.13
23510 - Locksmith	31.24
23530 - Machinery Maintenance Mechanic	32.90
23550 - Machinist Maintenance	25.99

23580 - Maintenance Trades Helper	21.25
23591 - Metrology Technician I	32.90
23592 - Metrology Technician II	34.59
23593 - Metrology Technician III	36.23
23640 - Millwright	32.90
23710 - Office Appliance Repairer	31.24
23760 - Painter Maintenance	25.29
23790 - Pipefitter Maintenance	29.70
23810 - Plumber Maintenance	28.20
23820 - Pneudraulic Systems Mechanic	32.90
23850 - Rigger	32.90
23870 - Scale Mechanic	29.54
23890 - Sheet-Metal Worker	32.90
Maintenance	
23910 - Small Engine Mechanic	28.03
23931 - Telecommunications Mechanic	30.43
I	
23932 - Telecommunications Mechanic	31.99
II	
23950 - Telephone Lineman	34.76
23960 - Welder Combination	26.12
Maintenance	
23965 - Well Driller	28.73
23970 - Woodcraft Worker	32.90
23980 - Woodworker	26.17
24000 - Personal Needs Occupations	
24550 - Case Manager	21.42
24570 - Child Care Attendant	14.72
24580 - Child Care Center Clerk	19.43
24610 - Chore Aide	13.70
24620 - Family Readiness And Support	21.42
Services	
Coordinator	
24630 - Homemaker	21.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.90
25040 - Sewage Plant Operator	31.21
25070 - Stationary Engineer	32.90
25190 - Ventilation Equipment Tender	24.44
25210 - Water Treatment Plant	31.21
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.07
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	36.43
27010 - Court Security Officer	33.05
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	36.43
27070 - Firefighter	24.44

27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.91
28042 - Carnival Equipment Repairer	18.01
28043 - Carnival Worker	13.37
28210 - Gate Attendant/Gate Tender	19.93
28310 - Lifeguard	15.83
28350 - Park Attendant (Aide)	22.31
28510 - Recreation Aide/Health	16.28
Facility Attendant	
28515 - Recreation Specialist	27.63
28630 - Sports Official	17.77
28690 - Swimming Pool Operator	22.50
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	29.54
29020 - Hatch Tender	29.54
29030 - Line Handler	29.54
29041 - Stevedore I	27.87
29042 - Stevedore II	31.24
30000 - Technical Occupations	
30010 - Air Traffic Control	(see 2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	(see 2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	27.13
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	33.56
30095 - Evidence Control Specialist	21.10
30210 - Laboratory Technician	20.12

30221 - Latent Fingerprint Technician I	23.36
30222 - Latent Fingerprint Technician II	25.81
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	20.02
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	25.81
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	25.81
30461 - Technical Writer I	24.40
30462 - Technical Writer II	29.85
30463 - Technical Writer III	36.10
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	28.21
30502 - Weather Forecaster II	34.32
30620 - Weather Observer Combined (see 2)	25.34
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.45
31030 - Bus Driver	20.47
31043 - Driver Courier	16.85
31260 - Parking and Lot Attendant	14.46
31290 - Shuttle Bus Driver	17.87
31310 - Taxi Driver	16.62
31361 - Truckdriver Light	18.04
31362 - Truckdriver Medium	19.22
31363 - Truckdriver Heavy	21.34
31364 - Truckdriver Tractor-Trailer	21.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.71
99050 - Desk Clerk	13.02
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.83
I	
99252 - Laboratory Animal Caretaker	17.11
II	
99260 - Marketing Analyst	26.18
99310 - Mortician	25.60
99410 - Pest Controller	22.50
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	25.53
99711 - Recycling Specialist	29.66
99730 - Refuse Collector	23.35
99810 - Sales Clerk	14.59
99820 - School Crossing Guard	17.15
99830 - Survey Party Chief	39.31
99831 - Surveying Aide	21.35
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	21.78
99841 - Vending Machine Repairer	26.33
99842 - Vending Machine Repairer	21.78
Helper	

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.

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)).