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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5641
Revision No.: 30
Date Of Last Revision: 5/13/2026

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State: California

Area: California Counties of Santa Clara

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**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 24.64 |
| 01012 - Accounting Clerk II | | 27.65 |
| 01013 - Accounting Clerk III | | 30.93 |
| 01020 - Administrative Assistant | | 50.01 |
| 01035 - Court Reporter | | 41.78 |
| 01041 - Customer Service Representative I | | 23.32 |
| 01042 - Customer Service Representative II | | 25.43 |
| 01043 - Customer Service Representative III | | 28.55 |
| 01051 - Data Entry Operator I | | 21.39 |
| 01052 - Data Entry Operator II | | 23.34 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 22.97 |
| 01090 - Duplicating Machine Operator | | 22.97 |
| 01111 - General Clerk I | | 22.11 |
| 01112 - General Clerk II | | 24.13 |
| 01113 - General Clerk III | | 27.08 |
| 01120 - Housing Referral Assistant | | 31.71 |
| 01141 - Messenger Courier | | 25.15 |
| 01191 - Order Clerk I | | 25.19 |
| 01192 - Order Clerk II | | 27.49 |
| 01261 - Personnel Assistant (Employment) I | | 25.39 |
| 01262 - Personnel Assistant (Employment) II | | 28.40 |
| 01263 - Personnel Assistant (Employment) III | | 31.65 |
| 01270 - Production Control Clerk | | 35.86 |
| 01290 - Rental Clerk | | 22.61 |
| 01300 - Scheduler, Maintenance | | 25.43 |
| 01311 - Secretary I | | 25.43 |
| 01312 - Secretary II | | 28.45 |
| 01313 - Secretary III | | 31.71 |
| 01320 - Service Order Dispatcher | | 25.60 |
| 01410 - Supply Technician | | 50.01 |
| 01420 - Survey Worker | | 31.12 |
| 01460 - Switchboard Operator/Receptionist | | 22.41 |
| 01531 - Travel Clerk I | | 24.40 |
| 01532 - Travel Clerk II | | 25.83 |
| 01533 - Travel Clerk III | | 27.71 |
| 01611 - Word Processor I | | 23.43 |
| 01612 - Word Processor II | | 26.30 |
| 01613 - Word Processor III | | 29.42 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 36.86 |
| 05010 - Automotive Electrician | | 35.31 |
| 05040 - Automotive Glass Installer | | 33.48 |
| 05070 - Automotive Worker | | 33.48 |
| 05110 - Mobile Equipment Servicer | | 29.75 |
| 05130 - Motor Equipment Metal Mechanic | | 37.14 |
| 05160 - Motor Equipment Metal Worker | | 33.48 |
| 05190 - Motor Vehicle Mechanic | | 37.14 |
| 05220 - Motor Vehicle Mechanic Helper | | 27.75 |
| 05250 - Motor Vehicle Upholstery Worker | | 31.67 |
| 05280 - Motor Vehicle Wrecker | | 33.48 |
| 05310 - Painter, Automotive | | 35.31 |
| 05340 - Radiator Repair Specialist | | 33.48 |
| 05370 - Tire Repairer | | 22.00 |
| 05400 - Transmission Repair Specialist | | 37.14 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 21.32 |
| 07041 - Cook I | | 23.53 |

07042 - Cook II 26.48
07070 - Dishwasher 20.65
07130 - Food Service Worker 21.21
07210 - Meat Cutter 23.17
07260 - Waiter/Waitress 19.53

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.66
09040 - Furniture Handler 19.13
09080 - Furniture Refinisher 28.50
09090 - Furniture Refinisher Helper 22.40
09110 - Furniture Repairer, Minor 25.56
09130 - Upholsterer 28.00

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 20.86
11060 - Elevator Operator 20.64
11090 - Gardener 28.30
11122 - Housekeeping Aide 20.64
11150 - Janitor 20.64
11210 - Laborer, Grounds Maintenance 22.54
11240 - Maid or Houseman 21.94
11260 - Pruner 20.63
11270 - Tractor Operator 26.40
11330 - Trail Maintenance Worker 22.54
11360 - Window Cleaner 22.55

12000 - Health Occupations
12010 - Ambulance Driver 28.00
12011 - Breath Alcohol Technician 40.05
12012 - Certified Occupational Therapist Assistant 43.89
12015 - Certified Physical Therapist Assistant 46.81
12020 - Dental Assistant 31.06
12025 - Dental Hygienist 65.12
12030 - EKG Technician 44.10
12035 - Electroneurodiagnostic Technologist 44.10
12040 - Emergency Medical Technician 28.00
12071 - Licensed Practical Nurse I 35.81
12072 - Licensed Practical Nurse II 40.05
12073 - Licensed Practical Nurse III 44.64
12100 - Medical Assistant 29.95
12130 - Medical Laboratory Technician 39.37
12160 - Medical Record Clerk 33.54
12190 - Medical Record Technician 37.51
12195 - Medical Transcriptionist 27.36
12210 - Nuclear Medicine Technologist 88.38
12221 - Nursing Assistant I 19.61
12222 - Nursing Assistant II 22.07
12223 - Nursing Assistant III 24.08
12224 - Nursing Assistant IV 27.03
12235 - Optical Dispenser 29.78
12236 - Optical Technician 32.26
12250 - Pharmacy Technician 31.91
12280 - Phlebotomist 29.23
12305 - Radiologic Technologist 66.90
12311 - Registered Nurse I 53.44
12312 - Registered Nurse II 65.36
12313 - Registered Nurse II, Specialist 65.36
12314 - Registered Nurse III 79.07
12315 - Registered Nurse III, Anesthetist 79.07
12316 - Registered Nurse IV 94.78
12317 - Scheduler (Drug and Alcohol Testing) 49.61
12320 - Substance Abuse Treatment Counselor 35.90

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 33.01
13012 - Exhibits Specialist II 40.91
13013 - Exhibits Specialist III 50.02
13041 - Illustrator I 34.82
13042 - Illustrator II 43.13
13043 - Illustrator III 52.75
13047 - Librarian 47.77
13050 - Library Aide/Clerk 27.73
13054 - Library Information Technology Systems Administrator 43.13
13058 - Library Technician 29.53
13061 - Media Specialist I 31.13
13062 - Media Specialist II 34.82
13063 - Media Specialist III 38.81
13071 - Photographer I 23.69
13072 - Photographer II 26.50
13073 - Photographer III 32.84
13074 - Photographer IV 40.17
13075 - Photographer V 48.59
13090 - Technical Order Library Clerk 34.80
13110 - Video Teleconference Technician 31.34

14000 - Information Technology Occupations
14041 - Computer Operator I 30.86
14042 - Computer Operator II 34.51
14043 - Computer Operator III 38.47
14044 - Computer Operator IV 42.75
14045 - Computer Operator V 47.35
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 Operator 30.86
14160 - Personal Computer Support Technician 42.75
14170 - System Support Specialist 47.35

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 53.29
15020 - Aircrew Training Devices Instructor (Rated) 64.48
15030 - Air Crew Training Devices Instructor
(Pilot) 77.31
15050 - Computer Based Training Specialist /
Instructor 53.29
15060 - Educational Technologist 48.27
15070 - Flight Instructor (Pilot) 77.31
15080 - Graphic Artist 47.37
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 77.31
15086 - Maintenance Test Pilot, Rotary Wing 77.31
15088 - Non-Maintenance Test/Co-Pilot 77.31
15090 - Technical Instructor 38.34
15095 - Technical Instructor/Course Developer 46.89
15110 - Test Proctor 30.95
15120 - Tutor 30.95

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 21.48
16030 - Counter Attendant 21.48
16040 - Dry Cleaner 24.56
16070 - Finisher, Flatwork, Machine 21.48
16090 - Presser, Hand 21.48
16110 - Presser, Machine, Drycleaning 21.48
16130 - Presser, Machine, Shirts 21.48
16160 - Presser, Machine, Wearing Apparel, Laundry 21.48
16190 - Sewing Machine Operator 25.58
16220 - Tailor 26.62
16250 - Washer, Machine 22.50

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 37.46
19040 - Tool And Die Maker 44.72

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.31
21030 - Material Coordinator 35.86
21040 - Material Expediter 35.86
21050 - Material Handling Laborer 22.13
21071 - Order Filler 21.59
21080 - Production Line Worker (Food Processing) 24.31
21110 - Shipping Packer 23.88
21130 - Shipping/Receiving Clerk 23.88
21140 - Store Worker I 20.46
21150 - Stock Clerk 25.99
21210 - Tools And Parts Attendant 24.31
21410 - Warehouse Specialist 24.31

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 49.85
23019 - Aircraft Logs and Records Technician 40.51
23021 - Aircraft Mechanic I 47.52
23022 - Aircraft Mechanic II 49.85
23023 - Aircraft Mechanic III 51.93
23040 - Aircraft Mechanic Helper 35.53
23050 - Aircraft, Painter 45.17
23060 - Aircraft Servicer 40.51
23070 - Aircraft Survival Flight Equipment
Technician 45.17
23080 - Aircraft Worker 42.86
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 42.86
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 47.52
23110 - Appliance Mechanic 31.74
23120 - Bicycle Repairer 24.87
23125 - Cable Splicer 62.51
23130 - Carpenter, Maintenance 37.54
23140 - Carpet Layer 41.07
23160 - Electrician, Maintenance 47.58
23181 - Electronics Technician Maintenance I 35.94
23182 - Electronics Technician Maintenance II 37.91
23183 - Electronics Technician Maintenance III 39.86
23260 - Fabric Worker 38.85
23290 - Fire Alarm System Mechanic 39.38
23310 - Fire Extinguisher Repairer 36.50
23311 - Fuel Distribution System Mechanic 53.22
23312 - Fuel Distribution System Operator 42.64
23370 - General Maintenance Worker 30.43
23380 - Ground Support Equipment Mechanic 47.52
23381 - Ground Support Equipment Servicer 40.51
23382 - Ground Support Equipment Worker 42.86
23391 - Gunsmith I 36.50
23392 - Gunsmith II 41.07
23393 - Gunsmith III 45.56
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 40.38
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 42.35
23430 - Heavy Equipment Mechanic 41.00

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|---|---|---|
| 23440 - Heavy Equipment Operator | | 55.53 |
| 23460 - Instrument Mechanic | | 42.01 |
| 23465 - Laboratory/Shelter Mechanic | | 43.31 |
| 23470 - Laborer | | 22.13 |
| 23510 - Locksmith | | 35.21 |
| 23530 - Machinery Maintenance Mechanic | | 39.03 |
| 23550 - Machinist, Maintenance | | 32.43 |
| 23580 - Maintenance Trades Helper | | 24.70 |
| 23591 - Metrology Technician I | | 42.01 |
| 23592 - Metrology Technician II | | 44.06 |
| 23593 - Metrology Technician III | | 45.89 |
| 23640 - Millwright | | 45.56 |
| 23710 - Office Appliance Repairer | | 27.70 |
| 23760 - Painter, Maintenance | | 28.69 |
| 23790 - Pipefitter, Maintenance | | 43.37 |
| 23810 - Plumber, Maintenance | | 41.23 |
| 23820 - Pneudraulic Systems Mechanic | | 45.56 |
| 23850 - Rigger | | 44.12 |
| 23870 - Scale Mechanic | | 41.07 |
| 23890 - Sheet-Metal Worker, Maintenance | | 49.15 |
| 23910 - Small Engine Mechanic | | 25.97 |
| 23931 - Telecommunications Mechanic I | | 38.60 |
| 23932 - Telecommunications Mechanic II | | 40.48 |
| 23950 - Telephone Lineman | | 50.44 |
| 23960 - Welder, Combination, Maintenance | | 32.48 |
| 23965 - Well Driller | | 45.56 |
| 23970 - Woodcraft Worker | | 45.56 |
| 23980 - Woodworker | | 36.50 |
| | | |
| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | | 28.48 |
| 24570 - Child Care Attendant | | 20.98 |
| 24580 - Child Care Center Clerk | | 26.15 |
| 24610 - Chore Aide | | 17.75 |
| 24620 - Family Readiness And Support Services Coordinator | | 28.48 |
| 24630 - Homemaker | | 28.48 |
| | | |
| 25000 - Plant And System Operations Occupations | | |
| 25010 - Boiler Tender | | 57.36 |
| 25040 - Sewage Plant Operator | | 52.24 |
| 25070 - Stationary Engineer | | 57.36 |
| 25190 - Ventilation Equipment Tender | | 42.86 |
| 25210 - Water Treatment Plant Operator | | 52.24 |
| | | |
| 27000 - Protective Service Occupations | | |
| 27004 - Alarm Monitor | | 49.59 |
| 27007 - Baggage Inspector | | 22.39 |
| 27008 - Corrections Officer | | 58.71 |
| 27010 - Court Security Officer | | 60.38 |
| 27030 - Detection Dog Handler | | 25.04 |
| 27040 - Detention Officer | | 58.71 |
| 27070 - Firefighter | | 58.71 |
| 27101 - Guard I | | 22.39 |
| 27102 - Guard II | | 25.04 |
| 27131 - Police Officer I | | 65.17 |
| 27132 - Police Officer II | | 72.43 |
| | | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | | 25.11 |
| 28042 - Carnival Equipment Repairer | | 26.92 |
| 28043 - Carnival Worker | | 19.62 |
| 28210 - Gate Attendant/Gate Tender | | 30.28 |
| 28310 - Lifeguard | | 21.40 |
| 28350 - Park Attendant (Aide) | | 33.87 |
| 28510 - Recreation Aide/Health Facility Attendant | | 24.73 |
| 28515 - Recreation Specialist | | 41.57 |
| 28630 - Sports Official | | 26.98 |
| 28690 - Swimming Pool Operator | | 30.29 |
| | | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | | 41.10 |
| 29020 - Hatch Tender | | 41.10 |
| 29030 - Line Handler | | 41.10 |
| 29041 - Stevedore I | | 38.85 |
| 29042 - Stevedore II | | 43.33 |
| | | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | (see 2) | 57.59 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | (see 2) | 39.72 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | (see 2) | 43.73 |
| 30021 - Archeological Technician I | | 25.69 |
| 30022 - Archeological Technician II | | 28.74 |
| 30023 - Archeological Technician III | | 35.02 |
| 30030 - Cartographic Technician | | 35.02 |
| 30040 - Civil Engineering Technician | | 44.85 |
| 30051 - Cryogenic Technician I | | 38.79 |
| 30052 - Cryogenic Technician II | | 42.83 |
| 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 | | 38.79 |
| 30081 - Engineering Technician I | | 22.48 |
| 30082 - Engineering Technician II | | 25.23 |
| 30083 - Engineering Technician III | | 28.22 |

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|---|---|---|
| 30084 - Engineering Technician IV | | 34.96 |
| 30085 - Engineering Technician V | | 42.75 |
| 30086 - Engineering Technician VI | | 51.72 |
| 30090 - Environmental Technician | | 33.56 |
| 30095 - Evidence Control Specialist | | 35.02 |
| 30210 - Laboratory Technician | | 29.65 |
| 30221 - Latent Fingerprint Technician I | | 51.95 |
| 30222 - Latent Fingerprint Technician II | | 57.39 |
| 30240 - Mathematical Technician | | 43.43 |
| 30361 - Paralegal/Legal Assistant I | | 25.65 |
| 30362 - Paralegal/Legal Assistant II | | 31.78 |
| 30363 - Paralegal/Legal Assistant III | | 38.86 |
| 30364 - Paralegal/Legal Assistant IV | | 47.04 |
| 30375 - Petroleum Supply Specialist | | 42.83 |
| 30390 - Photo-Optics Technician | | 35.89 |
| 30395 - Radiation Control Technician | | 42.83 |
| 30461 - Technical Writer I | | 44.15 |
| 30462 - Technical Writer II | | 54.00 |
| 30463 - Technical Writer III | | 65.33 |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 36.61 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 44.29 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 53.08 |
| 30494 - Unexploded (UXO) Safety Escort | | 36.61 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 36.61 |
| 30501 - Weather Forecaster I | | 38.79 |
| 30502 - Weather Forecaster II | | 47.18 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 32.03 |
| 30621 - Weather Observer, Senior | (see 2) | 35.02 |
| | | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 44.29 |
| 31020 - Bus Aide | | 29.04 |
| 31030 - Bus Driver | | 40.37 |
| 31043 - Driver Courier | | 22.45 |
| 31260 - Parking and Lot Attendant | | 20.28 |
| 31290 - Shuttle Bus Driver | | 22.88 |
| 31310 - Taxi Driver | | 16.43 |
| 31361 - Truckdriver, Light | | 24.07 |
| 31362 - Truckdriver, Medium | | 25.62 |
| 31363 - Truckdriver, Heavy | | 31.51 |
| 31364 - Truckdriver, Tractor-Trailer | | 31.51 |
| | | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 21.59 |
| 99030 - Cashier | | 20.14 |
| 99050 - Desk Clerk | | 21.40 |
| 99095 - Embalmer | | 29.38 |
| 99130 - Flight Follower | | 36.61 |
| 99251 - Laboratory Animal Caretaker I | | 22.57 |
| 99252 - Laboratory Animal Caretaker II | | 24.20 |
| 99260 - Marketing Analyst | | 66.84 |
| 99310 - Mortician | | 29.38 |
| 99410 - Pest Controller | | 23.10 |
| 99510 - Photofinishing Worker | | 20.67 |
| 99710 - Recycling Laborer | | 40.32 |
| 99711 - Recycling Specialist | | 47.22 |
| 99730 - Refuse Collector | | 36.90 |
| 99810 - Sales Clerk | | 20.69 |
| 99820 - School Crossing Guard | | 25.04 |
| 99830 - Survey Party Chief | | 67.80 |
| 99831 - Surveying Aide | | 34.12 |
| 99832 - Surveying Technician | | 43.02 |
| 99840 - Vending Machine Attendant | | 20.62 |
| 99841 - Vending Machine Repairer | | 24.88 |
| 99842 - Vending Machine Repairer Helper | | 20.62 |

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."""