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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
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| Wage Determination No.: 2015-5623
Daniel W. Simms Division of | Revision No.: 29
Director Wage Determinations| Date Of Last Revision: 5/13/2026
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State: California

Area: California Counties of Alameda and Contra Costa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		24.69
01012 - Accounting Clerk II		27.71
01013 - Accounting Clerk III		31.00
01020 - Administrative Assistant		48.62
01035 - Court Reporter		62.05
01041 - Customer Service Representative I		22.14
01042 - Customer Service Representative II		24.16
01043 - Customer Service Representative III		27.12
01051 - Data Entry Operator I		23.38
01052 - Data Entry Operator II		25.51
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		20.73
01090 - Duplicating Machine Operator		20.73
01111 - General Clerk I		21.90
01112 - General Clerk II		23.89

01113 - General Clerk III 26.82
01120 - Housing Referral Assistant 31.71
01141 - Messenger Courier 23.05
01191 - Order Clerk I 22.55
01192 - Order Clerk II 24.61
01261 - Personnel Assistant (Employment) I 24.85
01262 - Personnel Assistant (Employment) II 27.79
01263 - Personnel Assistant (Employment) III 30.98
01270 - Production Control Clerk 35.73
01290 - Rental Clerk 22.10
01300 - Scheduler, Maintenance 25.43
01311 - Secretary I 25.43
01312 - Secretary II 28.45
01313 - Secretary III 31.71
01320 - Service Order Dispatcher 24.77
01410 - Supply Technician 48.62
01420 - Survey Worker 29.45
01460 - Switchboard Operator/Receptionist 23.11
01531 - Travel Clerk I 24.40
01532 - Travel Clerk II 26.57
01533 - Travel Clerk III 29.01
01611 - Word Processor I 26.14
01612 - Word Processor II 29.33
01613 - Word Processor III 32.81

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 31.75
05010 - Automotive Electrician 33.13
05040 - Automotive Glass Installer 31.35
05070 - Automotive Worker 31.35
05110 - Mobile Equipment Servicer 27.64
05130 - Motor Equipment Metal Mechanic 34.94
05160 - Motor Equipment Metal Worker 31.35
05190 - Motor Vehicle Mechanic 34.94
05220 - Motor Vehicle Mechanic Helper 25.54
05250 - Motor Vehicle Upholstery Worker 29.57
05280 - Motor Vehicle Wrecker 31.35
05310 - Painter, Automotive 33.13
05340 - Radiator Repair Specialist 31.35
05370 - Tire Repairer 22.14
05400 - Transmission Repair Specialist 34.94

07000 - Food Preparation And Service Occupations
07010 - Baker 21.93
07041 - Cook I 23.04
07042 - Cook II 26.13
07070 - Dishwasher 19.32
07130 - Food Service Worker 19.17
07210 - Meat Cutter 22.28
07260 - Waiter/Waitress 18.03

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 29.90
09040 - Furniture Handler 16.68

09080 - Furniture Refinisher 26.00
09090 - Furniture Refinisher Helper 20.04
09110 - Furniture Repairer, Minor 23.20
09130 - Upholsterer 27.81

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 20.86
11060 - Elevator Operator 20.93
11090 - Gardener 30.13
11122 - Housekeeping Aide 20.93
11150 - Janitor 20.93
11210 - Laborer, Grounds Maintenance 23.18
11240 - Maid or Houseman 21.96
11260 - Pruner 20.86
11270 - Tractor Operator 27.85
11330 - Trail Maintenance Worker 23.18
11360 - Window Cleaner 23.26

12000 - Health Occupations
12010 - Ambulance Driver 24.06
12011 - Breath Alcohol Technician 39.18
12012 - Certified Occupational Therapist Assistant 46.60
12015 - Certified Physical Therapist Assistant 46.74
12020 - Dental Assistant 30.33
12025 - Dental Hygienist 72.69
12030 - EKG Technician 44.07
12035 - Electroneurodiagnostic Technologist 44.07
12040 - Emergency Medical Technician 24.06
12071 - Licensed Practical Nurse I 35.02
12072 - Licensed Practical Nurse II 39.18
12073 - Licensed Practical Nurse III 43.66
12100 - Medical Assistant 28.80
12130 - Medical Laboratory Technician 39.13
12160 - Medical Record Clerk 31.45
12190 - Medical Record Technician 35.18
12195 - Medical Transcriptionist 25.94
12210 - Nuclear Medicine Technologist 87.76
12221 - Nursing Assistant I 18.84
12222 - Nursing Assistant II 21.19
12223 - Nursing Assistant III 23.13
12224 - Nursing Assistant IV 25.96
12235 - Optical Dispenser 29.43
12236 - Optical Technician 29.99
12250 - Pharmacy Technician 29.80
12280 - Phlebotomist 28.78
12305 - Radiologic Technologist 65.74
12311 - Registered Nurse I 50.96
12312 - Registered Nurse II 62.32
12313 - Registered Nurse II, Specialist 62.32
12314 - Registered Nurse III 75.40
12315 - Registered Nurse III, Anesthetist 75.40
12316 - Registered Nurse IV 90.40
12317 - Scheduler (Drug and Alcohol Testing) 48.52
12320 - Substance Abuse Treatment Counselor 32.85

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 28.00
13012 - Exhibits Specialist II 34.16
13013 - Exhibits Specialist III 41.78
13041 - Illustrator I 29.13
13042 - Illustrator II 36.07
13043 - Illustrator III 44.14
13047 - Librarian 47.43
13050 - Library Aide/Clerk 30.01
13054 - Library Information Technology Systems Administrator 42.82
13058 - Library Technician 30.82
13061 - Media Specialist I 30.91
13062 - Media Specialist II 34.57
13063 - Media Specialist III 38.53
13071 - Photographer I 26.05
13072 - Photographer II 29.14
13073 - Photographer III 36.09
13074 - Photographer IV 44.14
13075 - Photographer V 53.40
13090 - Technical Order Library Clerk 35.76
13110 - Video Teleconference Technician 34.36

14000 - Information Technology Occupations
14041 - Computer Operator I 30.61
14042 - Computer Operator II 34.24
14043 - Computer Operator III 38.19
14044 - Computer Operator IV 42.44
14045 - Computer Operator V 46.99
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 30.61
14160 - Personal Computer Support Technician 42.44
14170 - System Support Specialist 47.43

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 48.20
15020 - Aircrew Training Devices Instructor (Rated) 58.32
15030 - Air Crew Training Devices Instructor (Pilot) 69.92
15050 - Computer Based Training Specialist / Instructor 48.20
15060 - Educational Technologist 47.99
15070 - Flight Instructor (Pilot) 69.92
15080 - Graphic Artist 44.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 69.92
15086 - Maintenance Test Pilot, Rotary Wing 69.92

15088 - Non-Maintenance Test/Co-Pilot 69.92
15090 - Technical Instructor 36.32
15095 - Technical Instructor/Course Developer 44.42
15110 - Test Proctor 29.32
15120 - Tutor 29.32

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 22.08
16030 - Counter Attendant 22.08
16040 - Dry Cleaner 25.23
16070 - Finisher, Flatwork, Machine 22.08
16090 - Presser, Hand 22.08
16110 - Presser, Machine, Drycleaning 22.08
16130 - Presser, Machine, Shirts 22.08
16160 - Presser, Machine, Wearing Apparel, Laundry 22.08
16190 - Sewing Machine Operator 26.28
16220 - Tailor 27.33
16250 - Washer, Machine 23.14

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 31.96
19040 - Tool And Die Maker 39.44

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 27.53
21030 - Material Coordinator 35.73
21040 - Material Expediter 35.73
21050 - Material Handling Laborer 23.18
21071 - Order Filler 21.46
21080 - Production Line Worker (Food Processing) 27.53
21110 - Shipping Packer 23.56
21130 - Shipping/Receiving Clerk 23.56
21140 - Store Worker I 21.04
21150 - Stock Clerk 27.31
21210 - Tools And Parts Attendant 27.53
21410 - Warehouse Specialist 27.53

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 48.51
23019 - Aircraft Logs and Records Technician 39.06
23021 - Aircraft Mechanic I 46.16
23022 - Aircraft Mechanic II 48.51
23023 - Aircraft Mechanic III 50.56
23040 - Aircraft Mechanic Helper 33.75
23050 - Aircraft, Painter 43.78
23060 - Aircraft Servicer 39.06
23070 - Aircraft Survival Flight Equipment Technician 43.78
23080 - Aircraft Worker 41.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 41.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 46.16
23110 - Appliance Mechanic 28.11

23120 - Bicycle Repairer 25.04
23125 - Cable Splicer 64.66
23130 - Carpenter, Maintenance 38.92
23140 - Carpet Layer 33.40
23160 - Electrician, Maintenance 50.38
23181 - Electronics Technician Maintenance I 39.74
23182 - Electronics Technician Maintenance II 42.02
23183 - Electronics Technician Maintenance III 44.30
23260 - Fabric Worker 37.83
23290 - Fire Alarm System Mechanic 36.67
23310 - Fire Extinguisher Repairer 35.04
23311 - Fuel Distribution System Mechanic 52.84
23312 - Fuel Distribution System Operator 41.80
23370 - General Maintenance Worker 30.52
23380 - Ground Support Equipment Mechanic 46.16
23381 - Ground Support Equipment Servicer 39.06
23382 - Ground Support Equipment Worker 41.42
23391 - Gunsmith I 35.04
23392 - Gunsmith II 39.73
23393 - Gunsmith III 44.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic 36.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 38.78
23430 - Heavy Equipment Mechanic 44.36
23440 - Heavy Equipment Operator 56.42
23460 - Instrument Mechanic 45.53
23465 - Laboratory/Shelter Mechanic 42.01
23470 - Laborer 23.18
23510 - Locksmith 31.85
23530 - Machinery Maintenance Mechanic 41.41
23550 - Machinist, Maintenance 31.89
23580 - Maintenance Trades Helper 22.11
23591 - Metrology Technician I 45.53
23592 - Metrology Technician II 47.85
23593 - Metrology Technician III 49.87
23640 - Millwright 52.20
23710 - Office Appliance Repairer 30.30
23760 - Painter, Maintenance 30.71
23790 - Pipefitter, Maintenance 41.10
23810 - Plumber, Maintenance 38.96
23820 - Pneudraulic Systems Mechanic 44.29
23850 - Rigger 46.00
23870 - Scale Mechanic 39.73
23890 - Sheet-Metal Worker, Maintenance 47.18
23910 - Small Engine Mechanic 28.19
23931 - Telecommunications Mechanic I 41.19
23932 - Telecommunications Mechanic II 43.29
23950 - Telephone Lineman 49.79
23960 - Welder, Combination, Maintenance 30.72
23965 - Well Driller 36.77
23970 - Woodcraft Worker 44.29
23980 - Woodworker 35.04

24000 - Personal Needs Occupations
24550 - Case Manager 27.51
24570 - Child Care Attendant 21.62
24580 - Child Care Center Clerk 26.95
24610 - Chore Aide 17.24
24620 - Family Readiness And Support Services Coordinator 27.51
24630 - Homemaker 27.51

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 59.67
25040 - Sewage Plant Operator 54.98
25070 - Stationary Engineer 59.67
25190 - Ventilation Equipment Tender 43.63
25210 - Water Treatment Plant Operator 54.98

27000 - Protective Service Occupations
27004 - Alarm Monitor 50.29
27007 - Baggage Inspector 22.47
27008 - Corrections Officer 48.34
27010 - Court Security Officer 53.32
27030 - Detection Dog Handler 30.14
27040 - Detention Officer 48.34
27070 - Firefighter 58.08
27101 - Guard I 22.47
27102 - Guard II 30.14
27131 - Police Officer I 58.36
27132 - Police Officer II 64.84

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 25.07
28042 - Carnival Equipment Repairer 27.12
28043 - Carnival Worker 18.78
28210 - Gate Attendant/Gate Tender 25.96
28310 - Lifeguard 19.37
28350 - Park Attendant (Aide) 29.03
28510 - Recreation Aide/Health Facility Attendant 21.19
28515 - Recreation Specialist 35.96
28630 - Sports Official 23.12
28690 - Swimming Pool Operator 30.76

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 39.53
29020 - Hatch Tender 39.53
29030 - Line Handler 39.53
29041 - Stevedore I 37.27
29042 - Stevedore II 41.78

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 24.86
30022 - Archeological Technician II 27.80
30023 - Archeological Technician III 34.44
30030 - Cartographic Technician 34.44
30040 - Civil Engineering Technician 46.48
30051 - Cryogenic Technician I 38.13
30052 - Cryogenic Technician II 42.12
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 20.77
30082 - Engineering Technician II 23.30
30083 - Engineering Technician III 26.07
30084 - Engineering Technician IV 32.30
30085 - Engineering Technician V 39.51
30086 - Engineering Technician VI 47.80
30090 - Environmental Technician 35.57
30095 - Evidence Control Specialist 34.43
30210 - Laboratory Technician 33.89
30221 - Latent Fingerprint Technician I 45.41
30222 - Latent Fingerprint Technician II 50.16
30240 - Mathematical Technician 57.81
30361 - Paralegal/Legal Assistant I 27.05
30362 - Paralegal/Legal Assistant II 33.51
30363 - Paralegal/Legal Assistant III 40.98
30364 - Paralegal/Legal Assistant IV 49.58
30375 - Petroleum Supply Specialist 42.12
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 42.12
30461 - Technical Writer I 42.52
30462 - Technical Writer II 52.00
30463 - Technical Writer III 62.91
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 38.13
30502 - Weather Forecaster II 46.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 30.99
30621 - Weather Observer, Senior (see 2) 34.43

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 44.29
31020 - Bus Aide 27.47
31030 - Bus Driver 38.19
31043 - Driver Courier 21.91
31260 - Parking and Lot Attendant 20.34
31290 - Shuttle Bus Driver 23.14
31310 - Taxi Driver 18.51
31361 - Truckdriver, Light 23.70

31362 - Truckdriver, Medium	25.36
31363 - Truckdriver, Heavy	30.87
31364 - Truckdriver, Tractor-Trailer	30.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	21.59
99030 - Cashier	19.00
99050 - Desk Clerk	21.46
99095 - Embalmer	33.15
99130 - Flight Follower	36.61
99251 - Laboratory Animal Caretaker I	22.61
99252 - Laboratory Animal Caretaker II	24.46
99260 - Marketing Analyst	56.47
99310 - Mortician	29.47
99410 - Pest Controller	22.97
99510 - Photofinishing Worker	25.27
99710 - Recycling Laborer	38.67
99711 - Recycling Specialist	46.45
99730 - Refuse Collector	34.80
99810 - Sales Clerk	20.43
99820 - School Crossing Guard	27.84
99830 - Survey Party Chief	45.28
99831 - Surveying Aide	27.24
99832 - Surveying Technician	39.83
99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	25.74
99842 - Vending Machine Repairer Helper	20.98

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 contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.
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, 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: 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))."""

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| Wage Determination No.: 2015-5633
Daniel W. Simms Division of | Revision No.: 26
Director Wage Determinations| Date Of Last Revision: 5/13/2026
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State: California

Area: California Counties of Monterey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.37
01012 - Accounting Clerk II		25.10
01013 - Accounting Clerk III		28.08
01020 - Administrative Assistant		38.39
01035 - Court Reporter		25.90
01041 - Customer Service Representative I		18.07
01042 - Customer Service Representative II		19.72
01043 - Customer Service Representative III		22.13
01051 - Data Entry Operator I		19.31
01052 - Data Entry Operator II		21.07
01060 - Dispatcher, Motor Vehicle		24.45
01070 - Document Preparation Clerk		20.63
01090 - Duplicating Machine Operator		20.63
01111 - General Clerk I		19.05
01112 - General Clerk II		20.79

01113 - General Clerk III 23.34
01120 - Housing Referral Assistant 28.86
01141 - Messenger Courier 17.93
01191 - Order Clerk I 21.74
01192 - Order Clerk II 23.73
01261 - Personnel Assistant (Employment) I 22.70
01262 - Personnel Assistant (Employment) II 25.39
01263 - Personnel Assistant (Employment) III 28.32
01270 - Production Control Clerk 27.61
01290 - Rental Clerk 19.85
01300 - Scheduler, Maintenance 23.15
01311 - Secretary I 23.15
01312 - Secretary II 25.90
01313 - Secretary III 28.86
01320 - Service Order Dispatcher 21.86
01410 - Supply Technician 38.39
01420 - Survey Worker 28.41
01460 - Switchboard Operator/Receptionist 20.41
01531 - Travel Clerk I 20.63
01532 - Travel Clerk II 22.87
01533 - Travel Clerk III 24.41
01611 - Word Processor I 21.38
01612 - Word Processor II 24.00
01613 - Word Processor III 26.84

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 33.12
05010 - Automotive Electrician 28.60
05040 - Automotive Glass Installer 27.20
05070 - Automotive Worker 27.20
05110 - Mobile Equipment Servicer 24.39
05130 - Motor Equipment Metal Mechanic 30.00
05160 - Motor Equipment Metal Worker 27.20
05190 - Motor Vehicle Mechanic 30.00
05220 - Motor Vehicle Mechanic Helper 22.99
05250 - Motor Vehicle Upholstery Worker 25.80
05280 - Motor Vehicle Wrecker 27.20
05310 - Painter, Automotive 28.60
05340 - Radiator Repair Specialist 27.20
05370 - Tire Repairer 20.28
05400 - Transmission Repair Specialist 30.00

07000 - Food Preparation And Service Occupations
07010 - Baker 19.31
07041 - Cook I 21.84
07042 - Cook II 24.35
07070 - Dishwasher 17.75
07130 - Food Service Worker 18.59
07210 - Meat Cutter 20.45
07260 - Waiter/Waitress 17.01

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 18.25
11060 - Elevator Operator 18.98
11090 - Gardener 25.85
11122 - Housekeeping Aide 18.98
11150 - Janitor 18.98
11210 - Laborer, Grounds Maintenance 21.40
11240 - Maid or Houseman 18.65
11260 - Pruner 19.93
11270 - Tractor Operator 24.37
11330 - Trail Maintenance Worker 21.40
11360 - Window Cleaner 20.38

12000 - Health Occupations
12010 - Ambulance Driver 30.35
12011 - Breath Alcohol Technician 34.77
12012 - Certified Occupational Therapist Assistant 47.70
12015 - Certified Physical Therapist Assistant 41.45
12020 - Dental Assistant 25.74
12025 - Dental Hygienist 60.16
12030 - EKG Technician 52.67
12035 - Electroneurodiagnostic Technologist 52.67
12040 - Emergency Medical Technician 30.35
12071 - Licensed Practical Nurse I 31.08
12072 - Licensed Practical Nurse II 34.77
12073 - Licensed Practical Nurse III 38.75
12100 - Medical Assistant 22.85
12130 - Medical Laboratory Technician 30.98
12160 - Medical Record Clerk 24.60
12190 - Medical Record Technician 27.53
12195 - Medical Transcriptionist 31.08
12210 - Nuclear Medicine Technologist 76.40
12221 - Nursing Assistant I 16.57
12222 - Nursing Assistant II 18.65
12223 - Nursing Assistant III 20.35
12224 - Nursing Assistant IV 22.84
12235 - Optical Dispenser 24.89
12236 - Optical Technician 31.08
12250 - Pharmacy Technician 23.87
12280 - Phlebotomist 27.24
12305 - Radiologic Technologist 51.37
12311 - Registered Nurse I 37.39
12312 - Registered Nurse II 45.73
12313 - Registered Nurse II, Specialist 45.73
12314 - Registered Nurse III 56.13
12315 - Registered Nurse III, Anesthetist 56.13
12316 - Registered Nurse IV 66.32
12317 - Scheduler (Drug and Alcohol Testing) 43.07
12320 - Substance Abuse Treatment Counselor 29.50

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.81
13012 - Exhibits Specialist II 34.46
13013 - Exhibits Specialist III 42.14
13041 - Illustrator I 27.81
13042 - Illustrator II 34.46
13043 - Illustrator III 42.14
13047 - Librarian 38.16
13050 - Library Aide/Clerk 21.53
13054 - Library Information Technology Systems Administrator 34.46
13058 - Library Technician 27.50
13061 - Media Specialist I 24.87
13062 - Media Specialist II 27.81
13063 - Media Specialist III 31.00
13071 - Photographer I 25.52
13072 - Photographer II 28.54
13073 - Photographer III 35.36
13074 - Photographer IV 43.26
13075 - Photographer V 52.33
13090 - Technical Order Library Clerk 27.02
13110 - Video Teleconference Technician 27.55

14000 - Information Technology Occupations
14041 - Computer Operator I 23.99
14042 - Computer Operator II 26.84
14043 - Computer Operator III 29.91
14044 - Computer Operator IV 33.24
14045 - Computer Operator V 36.82
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 Operator 23.99
14160 - Personal Computer Support Technician 33.24
14170 - System Support Specialist 36.82

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 41.50
15020 - Aircrew Training Devices Instructor (Rated) 50.22
15030 - Air Crew Training Devices Instructor (Pilot) 60.20
15050 - Computer Based Training Specialist / Instructor 41.50
15060 - Educational Technologist 50.69
15070 - Flight Instructor (Pilot) 60.20
15080 - Graphic Artist 32.20
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 60.20
15086 - Maintenance Test Pilot, Rotary Wing 60.20

15088 - Non-Maintenance Test/Co-Pilot 60.20
15090 - Technical Instructor 31.36
15095 - Technical Instructor/Course Developer 38.36
15110 - Test Proctor 25.32
15120 - Tutor 25.32

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 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) 33.41
19040 - Tool And Die Maker 39.65

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.31
21030 - Material Coordinator 27.36
21040 - Material Expediter 27.36
21050 - Material Handling Laborer 17.97
21071 - Order Filler 18.56
21080 - Production Line Worker (Food Processing) 20.31
21110 - Shipping Packer 21.57
21130 - Shipping/Receiving Clerk 21.57
21140 - Store Worker I 19.88
21150 - Stock Clerk 24.66
21210 - Tools And Parts Attendant 20.31
21410 - Warehouse Specialist 20.31

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.20
23019 - Aircraft Logs and Records Technician 30.25
23021 - Aircraft Mechanic I 35.17
23022 - Aircraft Mechanic II 36.20
23023 - Aircraft Mechanic III 37.72
23040 - Aircraft Mechanic Helper 26.97
23050 - Aircraft, Painter 33.53
23060 - Aircraft Servicer 30.25
23070 - Aircraft Survival Flight Equipment Technician 33.53
23080 - Aircraft Worker 31.89
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.89
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.17
23110 - Appliance Mechanic 33.41

23120 - Bicycle Repairer 28.50
23125 - Cable Splicer 36.89
23130 - Carpenter, Maintenance 36.61
23140 - Carpet Layer 31.77
23160 - Electrician, Maintenance 37.45
23181 - Electronics Technician Maintenance I 32.07
23182 - Electronics Technician Maintenance II 33.72
23183 - Electronics Technician Maintenance III 35.37
23260 - Fabric Worker 30.15
23290 - Fire Alarm System Mechanic 30.89
23310 - Fire Extinguisher Repairer 28.50
23311 - Fuel Distribution System Mechanic 41.39
23312 - Fuel Distribution System Operator 33.63
23370 - General Maintenance Worker 24.03
23380 - Ground Support Equipment Mechanic 35.17
23381 - Ground Support Equipment Servicer 30.25
23382 - Ground Support Equipment Worker 31.89
23391 - Gunsmith I 28.50
23392 - Gunsmith II 31.77
23393 - Gunsmith III 35.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic 30.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 32.08
23430 - Heavy Equipment Mechanic 36.15
23440 - Heavy Equipment Operator 38.00
23460 - Instrument Mechanic 35.05
23465 - Laboratory/Shelter Mechanic 33.41
23470 - Laborer 17.97
23510 - Locksmith 33.41
23530 - Machinery Maintenance Mechanic 31.66
23550 - Machinist, Maintenance 29.26
23580 - Maintenance Trades Helper 21.12
23591 - Metrology Technician I 35.05
23592 - Metrology Technician II 36.65
23593 - Metrology Technician III 38.18
23640 - Millwright 35.05
23710 - Office Appliance Repairer 24.95
23760 - Painter, Maintenance 29.40
23790 - Pipefitter, Maintenance 32.57
23810 - Plumber, Maintenance 31.05
23820 - Pneudraulic Systems Mechanic 35.05
23850 - Rigger 35.05
23870 - Scale Mechanic 31.77
23890 - Sheet-Metal Worker, Maintenance 42.94
23910 - Small Engine Mechanic 27.52
23931 - Telecommunications Mechanic I 35.02
23932 - Telecommunications Mechanic II 36.63
23950 - Telephone Lineman 42.65
23960 - Welder, Combination, Maintenance 27.93
23965 - Well Driller 35.05
23970 - Woodcraft Worker 35.05
23980 - Woodworker 28.50

24000 - Personal Needs Occupations
24550 - Case Manager 23.18
24570 - Child Care Attendant 18.05
24580 - Child Care Center Clerk 22.50
24610 - Chore Aide 16.15
24620 - Family Readiness And Support Services Coordinator 23.18
24630 - Homemaker 23.38

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 43.16
25040 - Sewage Plant Operator 43.56
25070 - Stationary Engineer 43.16
25190 - Ventilation Equipment Tender 33.09
25210 - Water Treatment Plant Operator 43.56

27000 - Protective Service Occupations
27004 - Alarm Monitor 22.75
27007 - Baggage Inspector 20.34
27008 - Corrections Officer 44.81
27010 - Court Security Officer 44.21
27030 - Detection Dog Handler 22.75
27040 - Detention Officer 49.29
27070 - Firefighter 38.13
27101 - Guard I 20.34
27102 - Guard II 22.75
27131 - Police Officer I 52.91
27132 - Police Officer II 58.80

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 22.15
28042 - Carnival Equipment Repairer 23.50
28043 - Carnival Worker 18.12
28210 - Gate Attendant/Gate Tender 21.42
28310 - Lifeguard 18.08
28350 - Park Attendant (Aide) 23.96
28510 - Recreation Aide/Health Facility Attendant 17.49
28515 - Recreation Specialist 29.68
28630 - Sports Official 19.09
28690 - Swimming Pool Operator 26.21

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.77
29020 - Hatch Tender 31.77
29030 - Line Handler 31.77
29041 - Stevedore I 30.15
29042 - Stevedore II 33.41

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 25.29
30022 - Archeological Technician II 28.29
30023 - Archeological Technician III 35.05
30030 - Cartographic Technician 35.05
30040 - Civil Engineering Technician 36.59
30051 - Cryogenic Technician I 38.82
30052 - Cryogenic Technician II 42.88
30061 - Drafter/CAD Operator I 25.29
30062 - Drafter/CAD Operator II 28.29
30063 - Drafter/CAD Operator III 31.55
30064 - Drafter/CAD Operator IV 38.82
30081 - Engineering Technician I 20.55
30082 - Engineering Technician II 23.08
30083 - Engineering Technician III 25.81
30084 - Engineering Technician IV 31.99
30085 - Engineering Technician V 39.12
30086 - Engineering Technician VI 47.33
30090 - Environmental Technician 30.33
30095 - Evidence Control Specialist 35.05
30210 - Laboratory Technician 30.49
30221 - Latent Fingerprint Technician I 38.82
30222 - Latent Fingerprint Technician II 42.88
30240 - Mathematical Technician 35.05
30361 - Paralegal/Legal Assistant I 26.02
30362 - Paralegal/Legal Assistant II 32.24
30363 - Paralegal/Legal Assistant III 39.44
30364 - Paralegal/Legal Assistant IV 47.71
30375 - Petroleum Supply Specialist 42.88
30390 - Photo-Optics Technician 35.05
30395 - Radiation Control Technician 42.88
30461 - Technical Writer I 34.56
30462 - Technical Writer II 42.27
30463 - Technical Writer III 51.15
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 38.82
30502 - Weather Forecaster II 47.22
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 31.55
30621 - Weather Observer, Senior (see 2) 35.05

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 44.29
31020 - Bus Aide 26.16
31030 - Bus Driver 33.44
31043 - Driver Courier 20.77
31260 - Parking and Lot Attendant 17.60
31290 - Shuttle Bus Driver 19.69
31310 - Taxi Driver 16.46
31361 - Truckdriver, Light 22.04

31362 - Truckdriver, Medium	23.31
31363 - Truckdriver, Heavy	26.07
31364 - Truckdriver, Tractor-Trailer	26.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	21.59
99030 - Cashier	17.53
99050 - Desk Clerk	18.59
99095 - Embalmer	36.61
99130 - Flight Follower	36.61
99251 - Laboratory Animal Caretaker I	21.82
99252 - Laboratory Animal Caretaker II	23.16
99260 - Marketing Analyst	34.91
99310 - Mortician	36.61
99410 - Pest Controller	22.19
99510 - Photofinishing Worker	19.24
99710 - Recycling Laborer	26.76
99711 - Recycling Specialist	37.42
99730 - Refuse Collector	30.61
99810 - Sales Clerk	17.78
99820 - School Crossing Guard	23.62
99830 - Survey Party Chief	42.00
99831 - Surveying Aide	21.99
99832 - Surveying Technician	30.12
99840 - Vending Machine Attendant	26.25
99841 - Vending Machine Repairer	31.05
99842 - Vending Machine Repairer Helper	26.25

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 contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.
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 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: 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))."""

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 2015-5641
Daniel W. Simms Division of | Revision No.: 30
Director Wage Determinations| Date Of Last Revision: 5/13/2026
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State: California

Area: California Counties 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		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

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5637 Revision No.: 32 Date Of Last Revision: 5/13/2026

State: California

Area: California Counties of San Francisco and San Mateo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		24.69
01012 - Accounting Clerk II		27.71
01013 - Accounting Clerk III		31.00
01020 - Administrative Assistant		48.62
01035 - Court Reporter		62.05
01041 - Customer Service Representative I		22.14
01042 - Customer Service Representative II		24.16
01043 - Customer Service Representative III		27.12
01051 - Data Entry Operator I		23.38
01052 - Data Entry Operator II		25.51
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		22.21
01090 - Duplicating Machine Operator		22.21

01111 - General Clerk I	21.90
01112 - General Clerk II	23.89
01113 - General Clerk III	26.82
01120 - Housing Referral Assistant	31.71
01141 - Messenger Courier	23.05
01191 - Order Clerk I	22.55
01192 - Order Clerk II	24.61
01261 - Personnel Assistant (Employment) I	24.85
01262 - Personnel Assistant (Employment) II	27.79
01263 - Personnel Assistant (Employment) III	30.98
01270 - Production Control Clerk	35.73
01290 - Rental Clerk	22.10
01300 - Scheduler, Maintenance	25.43
01311 - Secretary I	25.43
01312 - Secretary II	28.45
01313 - Secretary III	31.71
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	48.62
01420 - Survey Worker	29.45
01460 - Switchboard Operator/Receptionist	23.11
01531 - Travel Clerk I	24.40
01532 - Travel Clerk II	26.57
01533 - Travel Clerk III	29.01
01611 - Word Processor I	26.14
01612 - Word Processor II	29.33
01613 - Word Processor III	32.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	31.75
05010 - Automotive Electrician	33.13
05040 - Automotive Glass Installer	31.35
05070 - Automotive Worker	31.35
05110 - Mobile Equipment Servicer	27.64
05130 - Motor Equipment Metal Mechanic	34.94
05160 - Motor Equipment Metal Worker	31.35
05190 - Motor Vehicle Mechanic	34.94
05220 - Motor Vehicle Mechanic Helper	25.54
05250 - Motor Vehicle Upholstery Worker	29.57
05280 - Motor Vehicle Wrecker	31.35
05310 - Painter, Automotive	33.13
05340 - Radiator Repair Specialist	31.35
05370 - Tire Repairer	22.14
05400 - Transmission Repair Specialist	34.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.93
07041 - Cook I	23.04
07042 - Cook II	26.13
07070 - Dishwasher	19.32
07130 - Food Service Worker	19.17

07210 - Meat Cutter	22.28
07260 - Waiter/Waitress	18.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.90
09040 - Furniture Handler	16.69
09080 - Furniture Refinisher	26.00
09090 - Furniture Refinisher Helper	20.04
09110 - Furniture Repairer, Minor	23.20
09130 - Upholsterer	27.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	20.86
11060 - Elevator Operator	20.93
11090 - Gardener	30.13
11122 - Housekeeping Aide	20.93
11150 - Janitor	20.93
11210 - Laborer, Grounds Maintenance	23.18
11240 - Maid or Houseman	21.96
11260 - Pruner	20.86
11270 - Tractor Operator	27.85
11330 - Trail Maintenance Worker	23.18
11360 - Window Cleaner	23.26
12000 - Health Occupations	
12010 - Ambulance Driver	24.06
12011 - Breath Alcohol Technician	39.18
12012 - Certified Occupational Therapist Assistant	46.60
12015 - Certified Physical Therapist Assistant	46.74
12020 - Dental Assistant	30.33
12025 - Dental Hygienist	72.69
12030 - EKG Technician	44.07
12035 - Electroneurodiagnostic Technologist	44.07
12040 - Emergency Medical Technician	24.06
12071 - Licensed Practical Nurse I	35.02
12072 - Licensed Practical Nurse II	39.18
12073 - Licensed Practical Nurse III	43.66
12100 - Medical Assistant	28.80
12130 - Medical Laboratory Technician	39.13
12160 - Medical Record Clerk	31.45
12190 - Medical Record Technician	35.18
12195 - Medical Transcriptionist	27.36
12210 - Nuclear Medicine Technologist	87.76
12221 - Nursing Assistant I	18.84
12222 - Nursing Assistant II	21.19
12223 - Nursing Assistant III	23.13
12224 - Nursing Assistant IV	25.96
12235 - Optical Dispenser	29.43
12236 - Optical Technician	32.23
12250 - Pharmacy Technician	29.80

12280 - Phlebotomist 28.78
12305 - Radiologic Technologist 65.74
12311 - Registered Nurse I 50.96
12312 - Registered Nurse II 62.32
12313 - Registered Nurse II, Specialist 62.32
12314 - Registered Nurse III 75.40
12315 - Registered Nurse III, Anesthetist 75.40
12316 - Registered Nurse IV 90.40
12317 - Scheduler (Drug and Alcohol Testing) 48.52
12320 - Substance Abuse Treatment Counselor 32.85

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 28.27
13012 - Exhibits Specialist II 35.02
13013 - Exhibits Specialist III 42.83
13041 - Illustrator I 29.13
13042 - Illustrator II 36.10
13043 - Illustrator III 44.14
13047 - Librarian 47.43
13050 - Library Aide/Clerk 30.01
13054 - Library Information Technology Systems Administrator 42.82
13058 - Library Technician 30.82
13061 - Media Specialist I 30.91
13062 - Media Specialist II 34.57
13063 - Media Specialist III 38.53
13071 - Photographer I 26.05
13072 - Photographer II 29.14
13073 - Photographer III 36.09
13074 - Photographer IV 44.14
13075 - Photographer V 53.40
13090 - Technical Order Library Clerk 35.93
13110 - Video Teleconference Technician 34.36

14000 - Information Technology Occupations
14041 - Computer Operator I 30.61
14042 - Computer Operator II 34.24
14043 - Computer Operator III 38.19
14044 - Computer Operator IV 42.44
14045 - Computer Operator V 46.99
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 30.61
14160 - Personal Computer Support Technician 42.44
14170 - System Support Specialist 47.43

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 48.20
15020 - Aircrew Training Devices Instructor (Rated) 58.32
15030 - Air Crew Training Devices Instructor (Pilot) 69.92
15050 - Computer Based Training Specialist / Instructor 48.20
15060 - Educational Technologist 47.99
15070 - Flight Instructor (Pilot) 69.92
15080 - Graphic Artist 44.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 69.92
15086 - Maintenance Test Pilot, Rotary Wing 69.92
15088 - Non-Maintenance Test/Co-Pilot 69.92
15090 - Technical Instructor 36.32
15095 - Technical Instructor/Course Developer 44.42
15110 - Test Proctor 29.32
15120 - Tutor 29.32

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 22.08
16030 - Counter Attendant 22.08
16040 - Dry Cleaner 25.23
16070 - Finisher, Flatwork, Machine 22.08
16090 - Presser, Hand 22.08
16110 - Presser, Machine, Drycleaning 22.08
16130 - Presser, Machine, Shirts 22.08
16160 - Presser, Machine, Wearing Apparel, Laundry 22.08
16190 - Sewing Machine Operator 26.28
16220 - Tailor 27.33
16250 - Washer, Machine 23.14

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 33.25
19040 - Tool And Die Maker 39.92

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 27.53
21030 - Material Coordinator 35.73
21040 - Material Expediter 35.73
21050 - Material Handling Laborer 23.18
21071 - Order Filler 21.46
21080 - Production Line Worker (Food Processing) 27.53
21110 - Shipping Packer 23.56
21130 - Shipping/Receiving Clerk 23.56
21140 - Store Worker I 21.04
21150 - Stock Clerk 27.31
21210 - Tools And Parts Attendant 27.53
21410 - Warehouse Specialist 27.53

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	48.51
23019 - Aircraft Logs and Records Technician	39.06
23021 - Aircraft Mechanic I	46.16
23022 - Aircraft Mechanic II	48.51
23023 - Aircraft Mechanic III	50.56
23040 - Aircraft Mechanic Helper	33.75
23050 - Aircraft, Painter	43.78
23060 - Aircraft Servicer	39.06
23070 - Aircraft Survival Flight Equipment Technician	43.78
23080 - Aircraft Worker	41.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	41.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	46.16
23110 - Appliance Mechanic	28.11
23120 - Bicycle Repairer	25.04
23125 - Cable Splicer	61.77
23130 - Carpenter, Maintenance	38.92
23140 - Carpet Layer	31.96
23160 - Electrician, Maintenance	50.38
23181 - Electronics Technician Maintenance I	39.74
23182 - Electronics Technician Maintenance II	42.02
23183 - Electronics Technician Maintenance III	44.30
23260 - Fabric Worker	37.83
23290 - Fire Alarm System Mechanic	36.67
23310 - Fire Extinguisher Repairer	35.04
23311 - Fuel Distribution System Mechanic	50.23
23312 - Fuel Distribution System Operator	39.73
23370 - General Maintenance Worker	30.52
23380 - Ground Support Equipment Mechanic	46.16
23381 - Ground Support Equipment Servicer	39.06
23382 - Ground Support Equipment Worker	41.42
23391 - Gunsmith I	35.04
23392 - Gunsmith II	39.73
23393 - Gunsmith III	44.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.78
23430 - Heavy Equipment Mechanic	44.36
23440 - Heavy Equipment Operator	56.42
23460 - Instrument Mechanic	41.91
23465 - Laboratory/Shelter Mechanic	42.01
23470 - Laborer	23.18
23510 - Locksmith	31.85
23530 - Machinery Maintenance Mechanic	41.41
23550 - Machinist, Maintenance	31.89

23580 - Maintenance Trades Helper	22.11
23591 - Metrology Technician I	41.91
23592 - Metrology Technician II	44.04
23593 - Metrology Technician III	45.91
23640 - Millwright	51.65
23710 - Office Appliance Repairer	30.30
23760 - Painter, Maintenance	30.71
23790 - Pipefitter, Maintenance	41.14
23810 - Plumber, Maintenance	39.02
23820 - Pneudraulic Systems Mechanic	44.29
23850 - Rigger	46.00
23870 - Scale Mechanic	39.73
23890 - Sheet-Metal Worker, Maintenance	47.18
23910 - Small Engine Mechanic	28.19
23931 - Telecommunications Mechanic I	41.19
23932 - Telecommunications Mechanic II	43.29
23950 - Telephone Lineman	49.79
23960 - Welder, Combination, Maintenance	32.75
23965 - Well Driller	36.77
23970 - Woodcraft Worker	44.29
23980 - Woodworker	35.04
24000 - Personal Needs Occupations	
24550 - Case Manager	27.51
24570 - Child Care Attendant	21.62
24580 - Child Care Center Clerk	26.95
24610 - Chore Aide	17.24
24620 - Family Readiness And Support Services Coordinator	27.51
24630 - Homemaker	27.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	59.67
25040 - Sewage Plant Operator	54.98
25070 - Stationary Engineer	59.67
25190 - Ventilation Equipment Tender	43.63
25210 - Water Treatment Plant Operator	54.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	50.29
27007 - Baggage Inspector	22.47
27008 - Corrections Officer	48.34
27010 - Court Security Officer	53.32
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	48.34
27070 - Firefighter	58.08
27101 - Guard I	22.47
27102 - Guard II	25.35
27131 - Police Officer I	58.36
27132 - Police Officer II	64.84

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		25.07
28042 - Carnival Equipment Repairer		27.12
28043 - Carnival Worker		18.78
28210 - Gate Attendant/Gate Tender		25.96
28310 - Lifeguard		19.37
28350 - Park Attendant (Aide)		29.03
28510 - Recreation Aide/Health Facility Attendant		21.19
28515 - Recreation Specialist		35.96
28630 - Sports Official		23.12
28690 - Swimming Pool Operator		30.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		42.43
29020 - Hatch Tender		42.43
29030 - Line Handler		42.43
29041 - Stevedore I		39.97
29042 - Stevedore II		44.83
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		24.86
30022 - Archeological Technician II		27.80
30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		46.48
30051 - Cryogenic Technician I		38.13
30052 - Cryogenic Technician II		42.12
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		20.77
30082 - Engineering Technician II		23.30
30083 - Engineering Technician III		26.07
30084 - Engineering Technician IV		32.30
30085 - Engineering Technician V		39.51
30086 - Engineering Technician VI		47.80
30090 - Environmental Technician		35.57
30095 - Evidence Control Specialist		34.43
30210 - Laboratory Technician		33.89
30221 - Latent Fingerprint Technician I		45.41
30222 - Latent Fingerprint Technician II		50.16
30240 - Mathematical Technician		57.81

30361 - Paralegal/Legal Assistant I		27.05
30362 - Paralegal/Legal Assistant II		33.51
30363 - Paralegal/Legal Assistant III		40.98
30364 - Paralegal/Legal Assistant IV		49.58
30375 - Petroleum Supply Specialist		42.12
30390 - Photo-Optics Technician		35.89
30395 - Radiation Control Technician		42.12
30461 - Technical Writer I		42.52
30462 - Technical Writer II		52.00
30463 - Technical Writer III		62.91
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		38.13
30502 - Weather Forecaster II		46.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		44.29
31020 - Bus Aide		27.47
31030 - Bus Driver		38.19
31043 - Driver Courier		21.91
31260 - Parking and Lot Attendant		20.34
31290 - Shuttle Bus Driver		23.14
31310 - Taxi Driver		19.72
31361 - Truckdriver, Light		23.70
31362 - Truckdriver, Medium		25.36
31363 - Truckdriver, Heavy		30.87
31364 - Truckdriver, Tractor-Trailer		30.87
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		21.59
99030 - Cashier		19.00
99050 - Desk Clerk		21.46
99095 - Embalmer		33.15
99130 - Flight Follower		36.61
99251 - Laboratory Animal Caretaker I		22.61
99252 - Laboratory Animal Caretaker II		24.46
99260 - Marketing Analyst		56.47
99310 - Mortician		29.47
99410 - Pest Controller		24.35
99510 - Photofinishing Worker		25.62
99710 - Recycling Laborer		38.67
99711 - Recycling Specialist		46.45
99730 - Refuse Collector		34.80
99810 - Sales Clerk		20.43

99820 - School Crossing Guard	28.29
99830 - Survey Party Chief	58.41
99831 - Surveying Aide	33.76
99832 - Surveying Technician	39.83
99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	25.74
99842 - Vending Machine Repairer Helper	20.98

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 contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.
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 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: 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.

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)).""
"

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
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
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 contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.
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 **

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** 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))."""