

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

William W.Gross Director

Division of Wage Determinations

Wage Determination No.: 1994-2062

Revision No.: 17

Date of Last Revision: 06/17/2004

State: California

Area: California Counties of Santa Clara, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE -TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	12 .96
01012 - Accounting Clerk II	14 .14
01013 - Accounting Clerk III	15 .93
01014 - Accounting Clerk IV	18 .53
01030 - Court Reporter	20 .19
01050 - Dispatcher, Motor Vehicle	16 .67
01060 - Document Preparation Clerk	15 .45
01070 - Messenger (Courier)	12 .34
01090 - Duplicating Machine Operator	15 .45
01110 - Film/Tape Librarian	15 .40
01115 - General Clerk I	12 .21
01116 - General Clerk 11	13 .71
01117 - General Clerk III	15 .48
01118 - General Clerk IV	16 .99
01120 - Housing Referral Assistant	22 .50
01131 - Key Entry Operator 1	12 .88
01132 - Key Entry Operator II	15 .55
01191 - Order Clerk 1	14 .83
01192 - Order Clerk II	16 .18
01261 -Personnel Assistant (Employment) I	13 .55
01262 - Personnel Assistant (Employment) II	15 .20
01263 - Personnel Assistant (Employment) III	17 .55
01264 - Personnel Assistant (Employment) IV	20 .41
01270 - Production Control Clerk	19 .88
01290 - Rental Clerk	13 .30
01300 - Scheduler, Maintenance	16 .07
01311 - Secretary 1	16 .09
01312 - Secretary II	20 .19
01313 - Secretary III	22 .50
01314 - Secretary IV	26 .11
01315 - Secretary V	29 .33
01320 - Service Order Dispatcher	13 .30
01341 - Stenographer 1	14 .32

01342 - Stenographer II	16 .14
01400 - Supply Technician	26 .11
01420 - Survey Worker (Interviewer)	13 .51
01460 - Switchboard Operator-Receptionist	12 .81
01510 - Test Examiner	20 .19
01520 - Test Proctor	20 .19
01531 - Travel Clerk I	12 .92
01532 - Travel Clerk II	14 .07
01533 - Travel Clerk III	15 .18
01611 - Word Processor I	15 .27
01612 - Word Processor II	17 .15
01613 - Word Processor III	19 .18
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15 .93
03041 - Computer Operator I	15 .93
03042 - Computer Operator II	17 .88
03043 - Computer Operator III	21 .13
03044 - Computer Operator IV	23 .59
03045 - Computer Operator V	26 .13
03071 - Computer Programmer I (1)	19 .56
03072 - Computer Programmer 11(1)	25 .48
03073 - Computer Programmer III (1)	27 .62
03074 - Computer Programmer IV (1)	27 .62
03101 - Computer Systems Analyst I(1)	26 .62
03102 - Computer Systems Analyst 11(1)	27 .62
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	15 .93
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19 .80
05010 - Automotive Glass Installer	17 .72
05040 - Automotive Worker	19 .41
05070 - Electrician, Automotive	20 .32
05100 - Mobile Equipment Servicer	17 .66
05130 - Motor Equipment Metal Mechanic	21 .21
05160 - Motor Equipment Metal Worker	19 .41
05190 - Motor Vehicle Mechanic	21 .21
05220 - Motor Vehicle Mechanic Helper	16 .73
05250 - Motor Vehicle Upholstery Worker	18 .55
05280 - Motor Vehicle Wrecker	19 .41
05310 - Painter, Automotive	20 .32
05340 - Radiator Repair Specialist	19 .41
05370 - Tire Repairer	14 .48
05400 - Transmission Repair Specialist	21 .21
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10 .27
07010 - Baker	12 .55
07041 - Cook I	13 .37
07042 - Cook 11	14 .74

07070 - Dishwasher	9 .34
07130 - Meat Cutter	17 .14
07250 - Waiter/Waitress	9 .68

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	20 .21
09040 - Furniture Handler	14 .58
09070 - Furniture Refinisher	20 .21
09100 - Furniture Refinisher Helper	16 .64
09110 - Furniture Repairer, Minor	18 .45
09130 - Upholsterer	20 .21

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9 .47
11060 - Elevator Operator	10 .27
11090 - Gardener	14 .75
11121 - House Keeping Aid I	10 .37
11122 - House Keeping Aid II	10 .37
11150 - Janitor	11 .30
11210 - Laborer, Grounds Maintenance	12 .24
11240 - Maid or Houseman	10 .37
11270 - Pest Controller	15 .19
11300 - Refuse Collector	11 .30
11330 - Tractor Operator	13 .99
11360 - Window Cleaner	12 .24

12000 - Health Occupations

12020 - Dental Assistant	16 .59
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15 .69
12071 - Licensed Practical Nurse I	13 .06
12072 - Licensed Practical Nurse II	14 .65
12073 - Licensed Practical Nurse III	16 .40
12100 - Medical Assistant	14 .65
12130 - Medical Laboratory Technician	14 .65
12160 - Medical Record Clerk	14 .65
12190 - Medical Record Technician	17 .92
12221 - Nursing Assistant I	10 .42
12222 - Nursing Assistant II	11 .72
12223 - Nursing Assistant III	12 .79
12224 - Nursing Assistant IV	14 .35
12250 - Pharmacy Technician	15 .25
12280 - Phlebotomist	14 .35
12311 - Registered Nurse I	21 .81
12312 - Registered Nurse II	26 .66
12313 - Registered Nurse II, Specialist	26 .66
12314 - Registered Nurse III	32 .25
12315 - Registered Nurse III, Anesthetist	32 .25
12316 - Registered Nurse IV	38 .68

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	21 .77
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13011 - Exhibits Specialist I	21 .72
13012 - Exhibits Specialist II	23 .68
13013 - Exhibits Specialist III	28 .90
13041 - Illustrator I	21 .68
13042 - Illustrator II	23 .58
13043 - Illustrator III	28 .84
13047 - Librarian	28 .15
13050 - Library Technician	16 .36
13071 - Photographer I	16 .49
13072 - Photographer II	19 .73
13073 - Photographer III	21 .47
13074 - Photographer IV	26 .25
13075 - Photographer V	31 .76
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8 .87
15030 - Counter Attendant	8 .87
15040 - Dry Cleaner	11 .86
15070 - Finisher, Flatwork, Machine	8 .87
15090 - Presser, Hand	8 .87
15100 - Presser, Machine, Drycleaning	8 .87
15130 - Presser, Machine, Shirts	8 .87
15160 - Presser, Machine, Wearing Apparel, Laundry	8 .87
15190 - Sewing Machine Operator	12 .93
15220 - Tailor	13 .99
15250 - Washer, Machine	9 .96
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	21 .96
19040 - Tool and Die Maker	25 .80
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17 .58
21020 - Material Coordinator	19 .76
21030 - Material Expediter	19 .76
21040 - Material Handling Laborer	12 .69
21050 - Order Filler	13 .89
21071 - Forklift Operator	15 .40
21080 - Production Line Worker (Food Processing)	15 .40
21100 - Shipping/Receiving Clerk	14 .40
21130 - Shipping Packer	13 .18
21140 - Store Worker I	11 .54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15 .84
21210 - Tools and Parts Attendant	15 .40
21400 - Warehouse Specialist	15 .40
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	23 .05
23040 - Aircraft Mechanic Helper	17 .11
23050 - Aircraft Quality Control Inspector	23 .72
23060 - Aircraft Servicer	19 .26

23070 - Aircraft Worker	20 .43
23100 - Appliance Mechanic	21 .37
23120 - Bicycle Repairer	15 .44
23125 - Cable Splicer	22 .77
23130 - Carpenter, Maintenance	22 .77
23140 - Carpet Layer	20 .43
23160 - Electrician, Maintenance	26 .69
23181 - Electronics Technician, Maintenance I	16 .91
23182 - Electronics Technician, Maintenance II	23 .11
23183 - Electronics Technician, Maintenance III	26 .61
23260 - Fabric Worker	19 .26
23290 - Fire Alarm System Mechanic	22 .77
23310 - Fire Extinguisher Repairer	18 .05
23340 - Fuel Distribution System Mechanic	24 .66
23370 - General Maintenance Worker	15 .09
23400 - Heating, Refrigeration and Air Conditioning Mechanic	23 .89
23430 - Heavy Equipment Mechanic	23 .16
23440 - Heavy Equipment Operator	24 .17
23460 - Instrument Mechanic	22 .77
23470 - Laborer	12 .42
23500 - Locksmith	23 .76
23530 - Machinery Maintenance Mechanic	23 .22
23550 - Machinist, Maintenance	24 .33
23580 - Maintenance Trades Helper	16 .64
23640 - Millwright	24 .42
23700 - Office Appliance Repairer	21 .60
23740 - Painter, Aircraft	21 .32
23760 - Painter, Maintenance	20 .21
23790 - Pipefitter, Maintenance	25 .53
23800 - Plumber, Maintenance	24 .44
23820 - Pneudraulic Systems Mechanic	22 .77
23850 - Rigger	21 .10
23870 - Scale Mechanic	20 .43
23890 - Sheet-Metal Worker, Maintenance	23 .88
23910 - Small Engine Mechanic	19 .31
23930 - Telecommunication Mechanic I	22 .32
23931 - Telecommunication Mechanic II	23 .87
23950 - Telephone Lineman	22 .26
23960 - Welder, Combination, Maintenance	21 .10
23965 - Well Driller	22 .77
23970 - Woodcraft Worker	22 .77
23980 - Woodworker	17 .58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9 .19
24580 - Child Care Center Clerk	10 .41
24600 - Chore Aid	9 .46
24630 - Homemaker	11 .98
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	27 .96

25040 - Sewage Plant Operator	23 .09
25070 - Stationary Engineer	26 .39
25190 - Ventilation Equipment Tender	19 .88
25210 - Water Treatment Plant Operator	22 .43
27000 - Protective Service Occupations	
(not set) - Police Officer	34 .49
27004 - Alarm Monitor	12 .18
27006 - Corrections Officer	26 .05
27010 - Court Security Officer	29 .27
27040 - Detention Officer	26 .05
27070 - Firefighter	27 .28
27 101 - Guard I	11 .37
27102 - Guard II	12 .72
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17 .22
28020 - Hatch Tender	17 .22
28030 - Line Handler	17 .22
28040 - Stevedore I	16 .46
28050 - Stevedore II	18 .00
29000 - Technical Occupations	
21150 - Graphic Artist	26 .12
29010 - Air Traffic Control Specialist, Center (2)	34 .16
29011 - Air Traffic Control Specialist, Station (2)	23 .55
29012 - Air Traffic Control Specialist, Terminal (2)	25 .95
29023 - Archeological Technician I	13 .37
29024 - Archeological Technician II	14 .95
29025 - Archeological Technician III	18 .52
29030 - Cartographic Technician	20 .37
29035 - Computer Based Training (CBT) Specialist/ Instructor	28 .15
29040 - Civil Engineering Technician	22 .41
29061 - Drafter I	16 .50
29062 - Drafter II	18 .52
29063 - Drafter III	22 .19
29064 - Drafter IV	24 .13
29081 - Engineering Technician I	15 .61
29082 - Engineering Technician II	18 .23
29083 - Engineering Technician III	20 .63
29084 - Engineering Technician IV	25 .27
29085 - Engineering Technician V	30 .91
29086 - Engineering Technician VI	35 .02
29090 - Environmental Technician	22 .94
29100 - Flight Simulator/Instructor (Pilot)	31 .53
29160 - Instructor	25 .45
29210 - Laboratory Technician	18 .11
29240 - Mathematical Technician	24 .95
29361 - Paralegal/Legal Assistant I	20 .32
29362 - Paralegal/Legal Assistant II	23 .04
29363 - Paralegal/Legal Assistant III	28 .08

29364 - Paralegal/Legal Assistant IV	34 .06
29390 - Photooptics Technician	22 .54
29480 - Technical Writer	31 .70
29491 - Unexploded Ordnance (UXO) Technician I	21 .71
29492 - Unexploded Ordnance (UXO) Technician II	26 .26
29493 - Unexploded Ordnance (UXO) Technician III	31 .48
29494 - Unexploded (UXO) Safety Escort	21 .71
29495 - Unexploded (UXO) Sweep Personnel	21 .71
29620 - Weather Observer, Senior (3)	21 .48
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19 .35
29622 - Weather Observer, Upper Air (3)	19 .35
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11 .81
31260 - Parking and Lot Attendant	8 .35
31290 - Shuttle Bus Driver	11 .24
31300 - Taxi Driver	10 .64
31361 - Truckdriver, Light Truck	12 .20
31362 - Truckdriver, Medium Truck	12 .82
31363 - Truckdriver, Heavy Truck	20 .16
31364 - Truckdriver, Tractor-Trailer	20 .16
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10 .13
99030 - Cashier	8 .15
99041 - Carnival Equipment Operator	13 .09
99042 - Carnival Equipment Repairer	13 .81
99043 - Carnival Worker	10 .58
99050 - Desk Clerk	9 .19
99095 - Embalmer	21 .71
99300 - Lifeguard	8 .17
99310 - Mortician	21 .71
99350 - Park Attendant (Aide)	10 .29
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8 .17
99500 - Recreation Specialist	12 .63
99510 - Recycling Worker	13 .98
99610 - Sales Clerk	8 .17
99620 - School Crossing Guard (Crosswalk Attendant)	9 .74
99630 - Sport Official	8 .17
99658 - Survey Party Chief (Chief of Party)	14 .75
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9 .35
99660 - Surveying Aide	7 .41
99690 - Swimming Pool Operator	14 .48
99720 - Vending Machine Attendant	12 .47
99730 - Vending Machine Repairer	14 .48
99740 - Vending Machine Repairer Helper	12 .47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.59 per hour computed on the basis of all hours worked by service employees employed on

the contract.

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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading 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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.