

01420 - Survey Worker (Interviewer)	14.39
01460 - Switchboard Operator-Receptionist	12.81
01510 - Test Examiner	17.27
01520 - Test Proctor	17.27
01531 - Travel Clerk I	11.04
01532 - Travel Clerk II	12.01
01533 - Travel Clerk III	13.01
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	14.12
03041 - Computer Operator I	16.69
03042 - Computer Operator II	18.68
03043 - Computer Operator III	21.74
03044 - Computer Operator IV	23.13
03045 - Computer Operator V	25.63
03071 - Computer Programmer I (1)	19.56
03072 - Computer Programmer II (1)	25.84
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.93
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.40
05010 - Automotive Glass Installer	19.45
05040 - Automotive Worker	21.30
05070 - Electrician, Automotive	22.30
05100 - Mobile Equipment Servicer	19.38
05130 - Motor Equipment Metal Mechanic	23.26
05160 - Motor Equipment Metal Worker	21.30
05190 - Motor Vehicle Mechanic	23.26
05220 - Motor Vehicle Mechanic Helper	18.35
05250 - Motor Vehicle Upholstery Worker	20.34
05280 - Motor Vehicle Wrecker	21.30
05310 - Painter, Automotive	22.03
05340 - Radiator Repair Specialist	21.03
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	23.26
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.43
07010 - Baker	12.98
07041 - Cook I	14.63
07042 - Cook II	16.08
07070 - Dishwasher	9.34
07130 - Meat Cutter	17.25
07250 - Waiter/Waitress	9.76
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	19.81
09040 - Furniture Handler	14.29
09070 - Furniture Refinisher	19.81
09100 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	19.81
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.44
11060 - Elevator Operator	10.60
11090 - Gardener	13.87

11121 - House Keeping Aid I	11.25
11122 - House Keeping Aid II	11.25
11150 - Janitor	11.70
11210 - Laborer, Grounds Maintenance	12.63
11240 - Maid or Houseman	10.69
11270 - Pest Controller	15.29
11300 - Refuse Collector	11.15
11330 - Tractor Operator	13.89
11360 - Window Cleaner	12.63
12000 - Health Occupations	
12020 - Dental Assistant	14.53
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.49
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.59
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	13.58
12160 - Medical Record Clerk	13.58
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	9.95
12222 - Nursing Assistant II	11.21
12223 - Nursing Assistant III	12.21
12224 - Nursing Assistant IV	13.69
12250 - Pharmacy Technician	15.70
12280 - Phlebotomist	13.69
12311 - Registered Nurse I	20.16
12312 - Registered Nurse II	24.67
12313 - Registered Nurse II, Specialist	24.67
12314 - Registered Nurse III	29.87
12315 - Registered Nurse III, Anesthetist	29.87
12316 - Registered Nurse IV	35.76
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.40
13011 - Exhibits Specialist I	14.95
13012 - Exhibits Specialist II	21.32
13013 - Exhibits Specialist III	26.06
13041 - Illustrator I	16.29
13042 - Illustrator II	23.23
13043 - Illustrator III	28.40
13047 - Librarian	24.43
13050 - Library Technician	15.44
13071 - Photographer I	12.05
13072 - Photographer II	13.46
13073 - Photographer III	16.69
13074 - Photographer IV	20.42
13075 - Photographer V	24.71
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.10
15030 - Counter Attendant	8.10
15040 - Dry Cleaner	10.59
15070 - Finisher, Flatwork, Machine	8.10
15090 - Presser, Hand	8.10
15100 - Presser, Machine, Drycleaning	8.10
15130 - Presser, Machine, Shirts	8.10
15160 - Presser, Machine, Wearing Apparel, Laundry	8.10
15190 - Sewing Machine Operator	11.39
15220 - Tailor	12.20
15250 - Washer, Machine	8.94
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	19.04

19040 - Tool and Die Maker	22.59
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.24
21020 - Material Coordinator	19.01
21030 - Material Expediter	19.01
21040 - Material Handling Laborer	15.07
21050 - Order Filler	13.53
21071 - Forklift Operator	17.78
21080 - Production Line Worker (Food Processing)	17.78
21100 - Shipping/Receiving Clerk	17.59
21130 - Shipping Packer	17.59
21140 - Store Worker I	11.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.89
21210 - Tools and Parts Attendant	17.78
21400 - Warehouse Specialist	17.78
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.61
23040 - Aircraft Mechanic Helper	15.76
23050 - Aircraft Quality Control Inspector	22.46
23060 - Aircraft Servicer	18.07
23070 - Aircraft Worker	19.17
23100 - Appliance Mechanic	20.26
23120 - Bicycle Repairer	15.12
23125 - Cable Splicer	21.92
23130 - Carpenter, Maintenance	22.25
23140 - Carpet Layer	19.17
23160 - Electrician, Maintenance	26.16
23181 - Electronics Technician, Maintenance I	21.86
23182 - Electronics Technician, Maintenance II	23.11
23183 - Electronics Technician, Maintenance III	24.37
23260 - Fabric Worker	18.48
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	17.26
23340 - Fuel Distribution System Mechanic	23.50
23370 - General Maintenance Worker	16.55
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.16
23430 - Heavy Equipment Mechanic	22.96
23440 - Heavy Equipment Operator	23.50
23460 - Instrument Mechanic	21.36
23470 - Laborer	13.42
23500 - Locksmith	19.81
23530 - Machinery Maintenance Mechanic	21.36
23550 - Machinist, Maintenance	23.50
23580 - Maintenance Trades Helper	15.78
23640 - Millwright	22.75
23700 - Office Appliance Repairer	20.79
23740 - Painter, Aircraft	19.58
23760 - Painter, Maintenance	19.81
23790 - Pipefitter, Maintenance	22.48
23800 - Plumber, Maintenance	20.95
23820 - Pneudraulic Systems Mechanic	21.92
23850 - Rigger	21.92
23870 - Scale Mechanic	19.67
23890 - Sheet-Metal Worker, Maintenance	20.78
23910 - Small Engine Mechanic	19.17
23930 - Telecommunication Mechanic I	21.92
23931 - Telecommunication Mechanic II	22.83
23950 - Telephone Lineman	22.75
23960 - Welder, Combination, Maintenance	20.68
23965 - Well Driller	21.50

23970 - Woodcraft Worker	21.92
23980 - Woodworker	16.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.74
24580 - Child Care Center Clerk	17.13
24600 - Chore Aid	9.73
24630 - Homemaker	19.03
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	27.61
25040 - Sewage Plant Operator	24.77
25070 - Stationary Engineer	26.16
25190 - Ventilation Equipment Tender	17.94
25210 - Water Treatment Plant Operator	24.77
27000 - Protective Service Occupations	
(not set) - Police Officer	34.49
27004 - Alarm Monitor	11.68
27006 - Corrections Officer	26.05
27010 - Court Security Officer	29.27
27040 - Detention Officer	26.05
27070 - Firefighter	27.28
27101 - Guard I	11.43
27102 - Guard II	12.78
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.47
28020 - Hatch Tender	18.47
28030 - Line Handler	18.47
28040 - Stevedore I	17.64
28050 - Stevedore II	18.84
29000 - Technical Occupations	
21150 - Graphic Artist	22.70
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	14.71
29024 - Archeological Technician II	19.59
29025 - Archeological Technician III	24.28
29030 - Cartographic Technician	23.78
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	24.28
29061 - Drafter I	15.61
29062 - Drafter II	17.53
29063 - Drafter III	19.59
29064 - Drafter IV	24.28
29081 - Engineering Technician I	15.61
29082 - Engineering Technician II	18.03
29083 - Engineering Technician III	19.59
29084 - Engineering Technician IV	24.28
29085 - Engineering Technician V	29.69
29086 - Engineering Technician VI	35.94
29090 - Environmental Technician	20.76
29100 - Flight Simulator/Instructor (Pilot)	32.06
29160 - Instructor	24.99
29210 - Laboratory Technician	17.48
29240 - Mathematical Technician	24.28
29361 - Paralegal/Legal Assistant I	15.39
29362 - Paralegal/Legal Assistant II	22.64
29363 - Paralegal/Legal Assistant III	27.68
29364 - Paralegal/Legal Assistant IV	33.50
29390 - Photooptics Technician	21.12
29480 - Technical Writer	28.59

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)	21.38
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	20.10
29622 - Weather Observer, Upper Air (3)	20.10
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.38
31260 - Parking and Lot Attendant	11.51
31290 - Shuttle Bus Driver	15.97
31300 Taxi Driver	14.22
31361 - Truckdriver, Light Truck	15.97
31362 - Truckdriver, Medium Truck	16.76
31363 - Truckdriver, Heavy Truck	19.51
31364 - Truckdriver, Tractor-Trailer	19.51
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.85
99030 - Cashier	11.72
99041 - Carnival Equipment Operator	13.09
99042 - Carnival Equipment Repairer	13.81
99043 - Carnival Worker	10.58
99050 - Desk Clerk	12.16
99095 - Embalmer	21.71
99300 - Lifeguard	11.41
99310 - Mortician	23.06
99350 - Park Attendant (Aide)	14.33
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.24
99500 - Recreation Specialist	16.85
99510 - Recycling Worker	13.81
99610 - Sales Clerk	11.51
99620 - School Crossing Guard (Crosswalk Attendant)	10.56
99630 - Sport Official	11.41
99658 - Survey Party Chief (Chief of Party)	26.08
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.04
99660 - Surveying Aide	12.42
99690 - Swimming Pool Operator	14.54
99720 - Vending Machine Attendant	12.55
99730 - Vending Machine Repairer	14.54
99740 - Vending Machine Repairer Helper	12.55

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

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

HOLIDAYS: A minimum of 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.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.