SP0700-03-R-7011
Amendment 0011

WAGE DETERMINATION NO: 94-2071 REV (22) AREA: CA,VENTURA

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
| WASHINGTON D.C. 20210

| Wage Determination No.: **1994-2071**
William W.Gross Division of | Revision No.: 22
Director Wage Determinations | Date Of Last Revision: 11/05/2003

State: California
Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.00
01012 - Accounting Clerk II	12.12
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.76
01030 - Court Reporter	17.03
01050 - Dispatcher, Motor Vehicle	16.84
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.17
01090 - Duplicating Machine Operator	12.38
01110 - Film/Tape Librarian	14.12
01115 - General Clerk I	9.67
01116 - General Clerk II	10.86
01117 - General Clerk III	13.33
01118 - General Clerk IV	16.07
01120 - Housing Referral Assistant	18.29
01131 - Key Entry Operator I	11.99
01132 - Key Entry Operator II	13.09
01191 - Order Clerk I	12.44
01192 - Order Clerk II	13.57
01261 - Personnel Assistant (Employment) I	13.04
01262 - Personnel Assistant (Employment) II	14.53
01263 - Personnel Assistant (Employment) III	17.57
01264 - Personnel Assistant (Employment) IV	19.75
01270 - Production Control Clerk	17.75
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	14.53
01311 - Secretary I	14.44
01312 - Secretary II	17.20
01313 - Secretary III	18.29
01314 - Secretary IV	21.37
01315 - Secretary V	24.73
01320 - Service Order Dispatcher	14.51
01341 - Stenographer I	13.52
01342 - Stenographer II	15.18
01400 - Supply Technician	21.38

01420 - Survey Worker (Interviewer)	16.25
01460 - Switchboard Operator-Receptionist	12.39
01510 - Test Examiner	17.03
01520 - Test Proctor	17.03
01531 - Travel Clerk I	10.27
01532 - Travel Clerk II	10.99
01533 - Travel Clerk III	11.58
01611 - Word Processor I	13.70
01612 - Word Processor II	15.40
01613 - Word Processor III	17.22
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.20
03041 - Computer Operator I	14.53
03042 - Computer Operator II	16.74
03043 - Computer Operator III	17.86
03044 - Computer Operator IV	20.31
03045 - Computer Operator V	22.49
03071 - Computer Programmer I (1)	16.63
03072 - Computer Programmer II (1)	21.74
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	14.55
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.08
05010 - Automotive Glass Installer	20.26
05040 - Automotive Worker	20.26
05070 - Electrician, Automotive	20.50
05100 - Mobile Equipment Servicer	18.29
05130 - Motor Equipment Metal Mechanic	21.97
05160 - Motor Equipment Metal Worker	20.26
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.97
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.26
05310 - Painter, Automotive	21.08
05340 - Radiator Repair Specialist	19.90
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.78
07010 - Baker	15.40
07041 - Cook I	14.48
07042 - Cook II	15.40
07070 - Dishwasher	9.78
07130 - Meat Cutter	14.29
07250 - Waiter/Waitress	10.83
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	11.72
09070 - Furniture Refinisher	17.35
09100 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer, Minor	16.18
09130 - Upholsterer	17.35
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.76
11060 - Elevator Operator	11.25
11090 - Gardener	15.99

11121 - House Keeping Aid I	8.97
11122 - House Keeping Aid II	9.96
11150 - Janitor	9.96
11210 - Laborer, Grounds Maintenance	12.46
11240 - Maid or Houseman	8.97
11270 - Pest Controller	15.00
11300 - Refuse Collector	12.39
11330 - Tractor Operator	14.84
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12020 - Dental Assistant	14.43
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.90
12071 - Licensed Practical Nurse I	13.24
12072 - Licensed Practical Nurse II	14.86
12073 - Licensed Practical Nurse III	16.62
12100 - Medical Assistant	13.05
12130 - Medical Laboratory Technician	14.19
12160 - Medical Record Clerk	12.90
12190 - Medical Record Technician	13.53
12221 - Nursing Assistant I	8.86
12222 - Nursing Assistant II	9.96
12223 - Nursing Assistant III	10.16
12224 - Nursing Assistant IV	12.43
12250 - Pharmacy Technician	13.57
12280 - Phlebotomist	14.19
12311 - Registered Nurse I	21.15
12312 - Registered Nurse II	25.89
12313 - Registered Nurse II, Specialist	25.89
12314 - Registered Nurse III	31.32
12315 - Registered Nurse III, Anesthetist	31.32
12316 - Registered Nurse IV	41.69
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	13.51
13011 - Exhibits Specialist I	18.54
13012 - Exhibits Specialist II	23.46
13013 - Exhibits Specialist III	28.71
13041 - Illustrator I	18.54
13042 - Illustrator II	22.98
13043 - Illustrator III	29.04
13047 - Librarian	27.18
13050 - Library Technician	14.43
13071 - Photographer I	16.73
13072 - Photographer II	20.70
13073 - Photographer III	25.33
13074 - Photographer IV	30.64
13075 - Photographer V	32.43
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.51
15030 - Counter Attendant	7.51
15040 - Dry Cleaner	8.71
15070 - Finisher, Flatwork, Machine	7.51
15090 - Presser, Hand	7.51
15100 - Presser, Machine, Drycleaning	7.51
15130 - Presser, Machine, Shirts	7.51
15160 - Presser, Machine, Wearing Apparel, Laundry	7.51
15190 - Sewing Machine Operator	9.22
15220 - Tailor	10.42
15250 - Washer, Machine	8.09
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.35

19040 - Tool and Die Maker	20.27
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.71
21020 - Material Coordinator	15.98
21030 - Material Expediter	15.98
21040 - Material Handling Laborer	11.37
21050 - Order Filler	11.51
21071 - Forklift Operator	12.46
21080 - Production Line Worker (Food Processing)	13.08
21100 - Shipping/Receiving Clerk	11.72
21130 - Shipping Packer	11.72
21140 - Store Worker I	9.38
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.62
21210 - Tools and Parts Attendant	13.89
21400 - Warehouse Specialist	13.89
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.88
23040 - Aircraft Mechanic Helper	13.96
23050 - Aircraft Quality Control Inspector	21.70
23060 - Aircraft Servicer	15.96
23070 - Aircraft Worker	16.67
23100 - Appliance Mechanic	18.45
23120 - Bicycle Repairer	14.54
23125 - Cable Splicer	20.78
23130 - Carpenter, Maintenance	20.36
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	23.91
23181 - Electronics Technician, Maintenance I	17.63
23182 - Electronics Technician, Maintenance II	19.20
23183 - Electronics Technician, Maintenance III	23.52
23260 - Fabric Worker	16.18
23290 - Fire Alarm System Mechanic	19.60
23310 - Fire Extinguisher Repairer	15.05
23340 - Fuel Distribution System Mechanic	19.88
23370 - General Maintenance Worker	17.33
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.74
23430 - Heavy Equipment Mechanic	19.60
23440 - Heavy Equipment Operator	22.83
23460 - Instrument Mechanic	19.60
23470 - Laborer	12.18
23500 - Locksmith	18.45
23530 - Machinery Maintenance Mechanic	19.60
23550 - Machinist, Maintenance	19.60
23580 - Maintenance Trades Helper	13.96
23640 - Millwright	20.44
23700 - Office Appliance Repairer	18.45
23740 - Painter, Aircraft	19.09
23760 - Painter, Maintenance	18.45
23790 - Pipefitter, Maintenance	19.60
23800 - Plumber, Maintenance	18.45
23820 - Pneudraulic Systems Mechanic	19.60
23850 - Rigger	20.78
23870 - Scale Mechanic	17.44
23890 - Sheet-Metal Worker, Maintenance	19.60
23910 - Small Engine Mechanic	17.33
23930 - Telecommunication Mechanic I	19.76
23931 - Telecommunication Mechanic II	22.55
23950 - Telephone Lineman	19.60
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	19.60

23970 - Woodcraft Worker	19.60
23980 - Woodworker	15.05
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	15.84
24600 - Chore Aid	9.71
24630 - Homemaker	15.90
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.74
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	22.07
25190 - Ventilation Equipment Tender	13.96
25210 - Water Treatment Plant Operator	21.53
27000 - Protective Service Occupations	
(not set) - Police Officer	29.27
27004 - Alarm Monitor	15.47
27006 - Corrections Officer	21.12
27010 - Court Security Officer	21.12
27040 - Detention Officer	21.12
27070 - Firefighter	21.62
27101 - Guard I	9.83
27102 - Guard II	12.78
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.96
28020 - Hatch Tender	16.18
28030 - Line Handler	16.18
28040 - Stevedore I	16.22
28050 - Stevedore II	18.45
29000 - Technical Occupations	
21150 - Graphic Artist	24.07
29010 - Air Traffic Control Specialist, Center (2)	31.08
29011 - Air Traffic Control Specialist, Station (2)	21.43
29012 - Air Traffic Control Specialist, Terminal (2)	23.60
29023 - Archeological Technician I	18.62
29024 - Archeological Technician II	20.83
29025 - Archeological Technician III	24.66
29030 - Cartographic Technician	24.66
29035 - Computer Based Training (CBT) Specialist/ Instructor	26.18
29040 - Civil Engineering Technician	24.33
29061 - Drafter I	15.85
29062 - Drafter II	17.79
29063 - Drafter III	19.91
29064 - Drafter IV	24.66
29081 - Engineering Technician I	15.14
29082 - Engineering Technician II	16.98
29083 - Engineering Technician III	19.03
29084 - Engineering Technician IV	22.84
29085 - Engineering Technician V	27.13
29086 - Engineering Technician VI	32.83
29090 - Environmental Technician	19.91
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	26.18
29210 - Laboratory Technician	16.23
29240 - Mathematical Technician	20.99
29361 - Paralegal/Legal Assistant I	17.26
29362 - Paralegal/Legal Assistant II	19.86
29363 - Paralegal/Legal Assistant III	24.31
29364 - Paralegal/Legal Assistant IV	29.38
29390 - Photooptics Technician	20.99
29480 - Technical Writer	26.02

29491 - Unexploded Ordnance (UXO) Technician I	19.16
29492 - Unexploded Ordnance (UXO) Technician II	23.18
29493 - Unexploded Ordnance (UXO) Technician III	27.78
29494 - Unexploded (UXO) Safety Escort	19.16
29495 - Unexploded (UXO) Sweep Personnel	19.16
29620 - Weather Observer, Senior (3)	20.69
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.63
29622 - Weather Observer, Upper Air (3)	18.63
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.43
31260 - Parking and Lot Attendant	8.93
31290 - Shuttle Bus Driver	13.46
31300 - Taxi Driver	10.70
31361 - Truckdriver, Light Truck	12.68
31362 - Truckdriver, Medium Truck	13.42
31363 - Truckdriver, Heavy Truck	16.96
31364 - Truckdriver, Tractor-Trailer	16.96
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.87
99030 - Cashier	11.33
99041 - Carnival Equipment Operator	13.59
99042 - Carnival Equipment Repairer	14.64
99043 - Carnival Worker	10.30
99050 - Desk Clerk	10.43
99095 - Embalmer	19.16
99300 - Lifeguard	10.07
99310 - Mortician	19.16
99350 - Park Attendant (Aide)	12.64
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.08
99500 - Recreation Specialist	13.82
99510 - Recycling Worker	16.31
99610 - Sales Clerk	11.24
99620 - School Crossing Guard (Crosswalk Attendant)	9.78
99630 - Sport Official	10.07
99658 - Survey Party Chief (Chief of Party)	18.15
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.77
99660 - Surveying Aide	10.77
99690 - Swimming Pool Operator	16.94
99720 - Vending Machine Attendant	14.19
99730 - Vending Machine Repairer	16.94
99740 - Vending Machine Repairer Helper	14.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
HEALTH & WELFARE: $2.36 an hour or $94.40 a week or $409.07 a month
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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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. Al operations involving, unloading, storage, and hauling of ordance, 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 ordance, 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) 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 th 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.