



UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA

March 07, 2018

**SOLICITATION FOR COURT REPORTING SERVICES BLANKET PURCHASE
AGREEMENT
SOLICITATION NO. USDC18_CRBPA
CONTINUOUSLY OPEN**

Greetings:

1. This is a solicitation for proposals to enter in a Blanket Purchase Agreement (BPA) for contract court reporting services for the United States District Court, Central District of California.
2. The Court intends to award BPAs to one or more court reporters found to meet the court's qualification requirements. BPAs issued under this solicitation may have an ordering period up to three years.
3. The Court reserves the right not to make any awards as a result of this solicitation. Award of a BPA does not guarantee that the contractor will receive orders for any particular aggregate dollar value, or in fact any orders at all, for court reporting services.
4. Court reporters responding to this solicitation should carefully review the Statement of Work, the minimum qualifications required, the court's maximum transcript fee rates, and the BPA terms and conditions, all of which will be incorporated into any Blanket Purchase Agreement awarded under this solicitation. The court's maximum transcript fee rates cannot exceed, but may be less than, the maximum rates established by the Judicial Conference of the United States (JCUS). The current JCUS maximum transcript fee rates are available at <http://www.uscourts.gov/services-forms/federal-court-reporting-program>
5. Court reporters wishing to be considered for award of a BPA must provide the following information in response to this solicitation:
 - a) Signed Solicitation Cover Page.
 - b) A completed Pricing Schedule (in the format of Attachment 5)
 - c) A Biographical Information Sheet (in the format of Attachment 6), with all required information provided, signed by the court reporter. (Firms must submit a signed Biographical Information Sheet for each contract court reporter proposed to perform services under the BPA). Biographical Information Sheets must address all qualification requirements, and must contain descriptions of each reporter's prior related work

experience, including average hours worked per week for each position, type of experience and dates of service. If the minimum qualifications include professional certification, a copy of the certification should be provided, and if the reporter has been certified by an organization other than the National Court Reporters Association (NCRA) or the National Verbatim Reporters Association (NVRA), must include detailed test performance criteria demonstrating equivalency with NCRA or NVRA certification. It is within the discretion of the Contracting Officer to determine whether any submitted certificate is sufficient.

- d) For each prospective contract court reporter, a minimum of three (3) references must be identified (using the format of Attachment 7) for whom that reporter has performed work within the three (3)-year period preceding the issue date of this solicitation.
- e) Respondents shall register in the System for Award Management (www.sam.gov) and must provide a completed copy of Provision 3-5, Taxpayer Identification and Other Offeror Information (provided in Attachment 4 - Solicitation Provisions).

6. Any questions regarding this solicitation should be in writing, addressed to the designated Contracting Officer. The designated Contracting Officer for this RFQ is:

Shelly Root
Contracting Officer
shelly_root@cacd.uscourts.gov
No phone calls

Sincerely,

Contracting Officer

Attachments:

1. Solicitation Cover Page
2. Statement of Work
3. BPA Terms and Conditions
4. Solicitation Provisions
5. Pricing Schedule
6. Biographical Information Sheet
7. Reference Information Sheet

ATTACHMENT 2 - STATEMENT OF WORK – COURT REPORTING SERVICES BPA

The contractor shall provide all labor, supplies and equipment necessary to provide court reporting services and transcripts of proceedings (including realtime reporting, if applicable) in accordance with [28 U.S.C. § 753](#), the policies of the Judicial Conference of the United States, and the terms of this blanket purchase agreement (BPA). The contractor shall be responsible for obtaining all necessary licenses, permits and fees, and conformance with all laws, regulations, and ordinances applicable to performance under this BPA.

1. General

A. General Requirements. The contractor performing work under this BPA shall:

1) Attend and record verbatim court proceedings on the dates and at the locations specified in individual orders/calls issued by the United States District Court, Central District of California, located at the following locations:

- Western Division – First Street Federal Courthouse, 350 W. 1st Street, Suite 4311, Los Angeles, CA 90012-4565;
- Western Division – Spring Street Federal Courthouse, 312 N. Spring Street, Los Angeles, CA 90012-4701;
- Western Division – Edward R. Roybal Federal Building and United States Courthouse, 255 East Temple Street, Los Angeles, CA 90012-3332
- Southern Division – Ronald Reagan Federal Building and United States Courthouse; 411 W. 4th Street, Santa Ana, CA 92701-4516;
- Eastern Division – George. E. Brown, Jr. Federal Building and United States Courthouse, 3470 Twelfth Street, Riverside, CA 92501-3801; and
- Pasadena Courthouse – 300 E. Walnut Avenue, Pasadena, CA 91101

2) Incorporate into the record everything spoken by any individual during a proceeding. The contractor shall never consider anything any person says to be “off the record” unless the presiding judicial officer expressly designates a portion of the proceeding as such. The contractor shall preserve the integrity of the record at all times that the record is in his/her possession.

3) Promptly produce transcripts of court proceedings when requested by a judge or by any party who has agreed to pay the fees, following the format, delivery time and method, and fee requirements stated in the transcript order.

4) For each transcript ordered, deliver one (1) certified copy of the transcript to Court Reporter Services at transcripts_cacd@cacd.uscourts.gov for the records of the court without additional charge.

5) When requested by a party to redact personal information from a transcript, as permitted by [Volume 10, Chapter 3, § 330, Guide to Judiciary Policy](#), (available at http://www.uscourts.gov/uscourts/FederalCourts/Publications/Guide_Vol010.pdf

http://www.uscourts.gov/uscourts/FederalCourts/Publications/Guide_Vol010.pdf) the contractor shall make such redactions and deliver a certified redacted transcript, without additional charge, to Court Reporter Services at Transcripts_cacd@cacd.uscourts.gov. Delivery of a redacted transcript to the clerk of court shall be in addition to, rather than in lieu of, delivery of the original unredacted transcript.

6) During the 90-day restriction period before a transcript becomes available on PACER, and following delivery of the original transcript in PDF format to Court Reporter Services (transcripts_cacd@cacd.uscourts.gov). Court Reporter Services will upload the transcript to the court's Case Management/Electronic Case Filing (CM/ECF) system and grant access to view the transcript to the appropriate parties prior to public posting of the transcript. The contractor shall provide to Court Reporter Services the names of all counsel to be granted access to the transcripts during this 90-day restriction period. Sealed transcripts will not be made available to the parties in electronic format. The contractor shall print and mail a hard copy to the ordering party and email an electronic copy to Court Reporter Services.

7) During the 90-day restriction period, the contractor shall make any transcript that has been uploaded to CM/ECF available to ordering parties, within three days, at the fee rate approved by the Judicial Conference. Following the 90-day restriction period, the parties may obtain copies of the transcript directly from CM/ECF (PACER).

8) The principal period of service is considered to be the normal hours of court operation which are 8:00 a.m., or when court convenes, to 5:30 p.m. or when court adjourns. The morning session is considered to be from 8:00 a.m. to 12:00 p.m., or when court convenes, and the afternoon session is considered to be from 1:00 p.m. to 5:00 p.m. or when court adjourns. Contractor shall be available during normal hours of court operations. Contractor shall work as requested by the presiding judicial officer.

9) Comply with all filing and reporting requirements of this BPA.

B. Title to Records/Copyright of Transcripts.

1) Title to the records of any proceeding that the contractor reports shall vest in the Court at the time of creation of the records. Such title includes title to the medium in which the contractor records the proceedings, except that if electronic sound recordings are made by the contractor for back-up purposes, they shall remain the property of the contractor, but the contractor shall make such sound recordings available to the Court upon request of the Contracting Officer if it is determined the principal record of the proceedings are defective.

2) Transcripts produced from records of proceedings in United States courts are in the public domain and are not protected by copyright. The contractor shall not include any statement or symbol on a transcript that would lead one to believe the transcript is protected by copyright. Nor shall the contractor provide the transcript in a format that prevents easy reproduction. Because transcripts are in the public domain, they may be used, reproduced, and distributed by attorneys, parties, and the general public without limitation and without additional compensation to the contractor.

2. Transcripts

A. Transcription/Certification. The contractor shall transcribe and electronically certify such parts of the record of proceedings as may be required by any rule or order of the court. The contractor shall transcribe and certify, without charging a fee for transcripts ordered by a judge or the court, all arraignments, pleas, and proceedings in connection with the imposition of sentence in criminal cases. The contractor shall also transcribe any proceeding ordered by a judge of the Court, or which is ordered by a party or a member of the public who has agreed to pay the appropriate fee for the transcription.

B. Official Transcript. Under 28 U.S.C § 753(b), “The transcript in any case certified by the reporter or other individual designated to produce the record shall be deemed prima facie a correct statement of the testimony taken and proceedings had. No transcripts of the proceedings of the court shall be considered as official except those made from the records certified by the reporter or other individual designated to produce the record.”

C. Transcript Format. The contractor shall comply with the Judicial Conference transcript format standards outlined in [Volume 6, Chapter 5, § 520, Guide to Judiciary Policy](http://www.uscourts.gov/uscourts/FederalCourts/Publications/Guide_Vol06.pdf), available at: http://www.uscourts.gov/uscourts/FederalCourts/Publications/Guide_Vol06.pdf. The maximum per page transcript rates are based on a strict adherence to the prescribed format.

D. Transcript Delivery Times. The following transcript delivery time requirements are from receipt of a transcript order or from the date of completion of satisfactory financial arrangements for payment if after the date of receipt of the order

1) Required

a) Ordinary transcript – must be delivered to ordering party within thirty (30) calendar days after receipt of an order.

b) The court’s certified copy (without charge) - not later than three (3) working days after original delivery to the ordering party.

c) Redacted transcripts – an ordering party has the right to request a redactions, by submitting form G-115 or obtaining approval from the judge, within 21 days after original delivery of transcript to the clerk of court, and the contractor must upload the redacted transcript within 10 days of receipt of form G-115 or signed order from the judge.

2) The contractor shall, whenever possible, provide 14-day, expedited, daily, hourly, or realtime service at the request of the parties. All such orders, if accepted, are subject to the ordering party making satisfactory financial arrangements for payment. The delivery requirements for each accepted order of such transcripts is as follows:

a) 14-Day - Within fourteen (14) calendar days after receipt of an order.

b) Expedited - Within seven (7) calendar days after receipt of an order.

c) Daily – As directed by either the Courtroom Deputy Clerk, for judges’ transcripts, or by the requesting party, upon receipt of payment.

d) Hourly - Ordered under unusual circumstances, delivered within two (2).

e) Realtime –A cleaned-up rough draft produced by a certified realtime reporter to be delivered by the end of the next business day.

E. Transcript Orders for Matters on Appeal

Upon receipt of a transcript order indicating it is for a matter on appeal, the contractor shall:

1) Email transcript to transcripts_cacd@cacd.uscourts.gov with the due date listed on transcript order form G-120.

2) If the transcript cannot be completed within 30 days of receipt of the order, the contractor shall contact the ordering party to arrange for mutually agreeable date of delivery.

F. Redaction of Transcripts

1) The parties to a proceeding may, within 21 calendar days after delivery of the certified transcript to the clerk of court, request redaction of personal information or identifiers (form G-115) from the transcript. The contractor shall, without a court order, redact the following personal identifiers from a case transcript upon the request of an attorney to the case:

- a) Social Security numbers (or taxpayer identification numbers) to the last four digits;
- b) financial account numbers to the last four digits;
- c) birthdates to the year;
- d) individuals known to be minor children to the initials; and
- e) in criminal cases, any home addresses stated in the court to the city and state.

2) All other requests for redaction of material in a transcript must be submitted by an attorney to the case to the judge. The contractor shall redact additional transcript text only upon approval of the judge. The contractor is not required to independently identify personal identifiers in a transcript for redaction; the requesting attorney must identify information to be redacted by page and line number in the Redaction Request.

3) To manually redact a transcript, the contractor shall place an "x" (or a black box) in place of each redacted character. Manual redactions must have the same number of x's as characters deleted (or black boxes of the same size as the deleted characters) to preserve page and line numbers of transcripts. Alternatively, software that provides for redaction may be used as long as the page and line integrity from the original transcript is maintained in the redacted transcript. The contractor shall insert a notation of "REDACTED TRANSCRIPT" on a blank line on the title page immediately below the case caption and before the Volume number and the name and title of the Judge, taking care to ensure that the addition of this text does not cause changes to the length of the title page.

4) At the end of the transcript, and without causing "page roll over" (a smaller font may be used) the contractor shall insert the following certification:

"I (we) certify that the foregoing is a true and correct copy of the transcript originally filed with the clerk of court on day/month/year, and incorporating redactions of personal identifiers requested by the following attorney(s) of record: [Insert Name of Requesting Attorney(s)] in accordance with Judicial Conference policy. Redacted characters appear as an "x" (or a black box) in the transcript."

5) There is no requirement that any of the parties to a case purchase or be provided with a copy of any redacted transcripts. Parties shall not be charged for the redacted transcript provided to the clerk of court. The parties to the case may only be charged for a copy of a redacted transcript if they specifically request a copy of the redacted transcript.

G. Transcript Fees

1) The transcript rates of this BPA apply to all orders for transcripts of proceedings recorded under the BPA, including orders from other judiciary organizations, such as Federal Public Defenders, U.S. Attorneys and appellate courts.

2) The contractor may charge and collect fees for transcripts requested by the parties, including the United States, at the rates set forth in the Pricing Schedule. The contractor shall not add any transcript surcharges or service fees to the Schedule rates. Certified copies and certified redacted copies of transcripts delivered to the clerk for the record of the court are not subject to payment of transcript fees.

3) Judiciary policy provides that, in multi-defendant cases involving CJA defendants, no more than one certified transcript should be purchased from the court reporter on behalf of CJA defendants. CJA multi-defendant transcript orders may be requested in electronic format to simplify making multiple copies. Alternatively, if requested to do so by one of the CJA counsel or the clerk of court, the court reporter may furnish duplication services at the commercially competitive rate to provide copies of the CJA multi-defendant transcript ordered.

4) The contractor may require any party ordering a transcript to prepay the estimated fee in advance, except when payment will be made by the United States. The Court shall have no liability to the contractor for payment of transcript fees for transcripts ordered by private parties.

5) Ordinary postage costs are considered an ordinary business expense, and therefore may not be charged. If a party requests expedited delivery, the contractor may bill the party for the difference between ordinary postage costs and the cost for expedited delivery.

6) The contractor is required to certify the following on each transcript invoice:

“I certify that the transcript fees charged and page format used comply with the requirements of this court and the Judicial Conference of the United States.”

7) No fee may be charged that would be higher than the fee corresponding to the actual delivery time. Sanctions for overcharging parties or the court for transcripts may include offsets against future government payments, termination of the BPA, and/or other available legal remedies.

H. Delinquent Transcripts – Reduction of Fees

1) Delivery of a transcript between 31 and 60 days after the date ordered (or the date estimated payment is received, if after the date ordered) shall be paid at 90 percent of the prescribed fee.

2) Transcripts delivered more than 60 days after the date ordered (or the date estimated payment is received, if after the date ordered) shall be paid at 80 percent of the prescribed fee.

3) The Contracting Officer may grant a waiver of the above price reduction upon the written petition of the contractor stating that the contractor did not receive timely notice of the transcript order and/or satisfactory financial arrangements were not made.

3. Filing and Reporting Requirements

A. Filing

The contractor must certify and email to Reporters_cacd@caed.uscourts.gov all original steno notes of proceedings recorded by the contractor within 30 days of the hearing date. The contractor shall certify and mark the original notes and other original records with the following information, which shall be emailed under separate cover, in PDF format, to Reporters_cacd@caed.uscourts.gov:

“In accordance with 28 U.S.C. § 753(b), I certify that these original notes are a true and correct record of proceedings in the United States _____ Court for the _____ District of _____ before ___(Judicial Officer)_____ on ___(Date)_____ by _____(Signature of Reporter)_____.”

B. Notes and records

- 1) If a transcript is ordered, the contractor shall deliver the original steno notes or records to the Clerk of Court within 90 days after the transcript is delivered to the ordering party/parties.
- 2) If no transcript is ordered, the contractor shall deliver the original steno notes and other original records to the Clerk of Court within 90 days after the proceeding.
- 3) The contractor shall also file with the Clerk of Court a certified transcript or an electronic sound recording of all arraignments, pleas, and proceedings in connection with the imposition of sentence in criminal cases, and shall do so within 30 days of the close of the proceeding.
- 4) If a transcript is ordered after the original steno notes have been filed with the clerk of court, the contracting officer will make the notes available to the reporter for transcription. The contractor shall return the original steno notes to the clerk of court within 90 days after the transcript is delivered to the ordering party/parties.
- 5) The contractor shall provide transcripts ordered by a party or the Court, even when ordered after the expiration of BPA ordering period (but not later than 10 years after the date of the original proceeding), at the prices authorized in the Pricing Schedule. Requirements for the filing of a certified copy of the transcript with the clerk of court, and for the filing of redacted transcripts with the clerk of court, apply equally to transcripts ordered before or after the conclusion of a proceeding.

4. Required Qualifications for Reporters

A. Realtime Stenotype Services. Minimum Requirements for realtime stenotype services. Realtime stenotype services will be required under this BPA.

The following minimum requirements apply to stenotype realtime court reporters providing services under this BPA:

Each reporter shall possess as a minimum qualification at least four years of prime court reporting experience; and

Each reporter shall have qualified by testing for listing as a Certified Realtime Reporter (CRR) by the National Court Reporters Association (NCRA) or have passed an equivalent qualifying examination which, at the sole discretion of the CO, evinces equivalent skills. If a proposed reporter has qualified by other than National Court

Reporters Association testing, evidence of equivalent certification must be accompanied by detailed test performance criteria; minimum requirements for successful completion of the equivalent qualifying examination shall include the ability to produce a simultaneous translation and display within 5 seconds of stenotype input for five minutes of professionally audio-recorded dictation at variable speeds ranging from 180 - 200 words per minutes at 96% accuracy; and,

The contractor shall provide evidence of NCRA or equivalent realtime certification for each reporter. Equivalent certification must be accompanied by detailed test performance criteria.

B. The Contractor shall provide all supplies and equipment necessary to carry out the reporting (including realtime reporting) and transcription services described herein.

5. Travel

If the contractor accepts an assignment for reporting services for a proceeding which will take place in a location more than 50 miles from the location(s) stated in paragraph 1.A.1) above, the contractor shall be paid for reporting services in accordance with the pricing schedule for time spent on the reporting assignment, including for each day or part thereof spent travelling to or from the assignment. In addition to the reporting fees, the contractor shall receive reimbursement in accordance with the travel regulations contained in Volume 19 of the *Guide to Judiciary Policy*, and as applicable to employees of the Judicial Branch generally, the actual expenses of transportation of the contractor and reimbursement of reasonable expenses not to exceed per diem allowance applicable to an employee of the Judicial Branch in travel status. All contractor vouchers for travel and subsistence reimbursement shall be itemized by type and amount of each item of expense, in accordance with the judiciary travel regulations.

6. Requirements for Packaging and Marking

When mailing is requested, packaging of transcripts shall be in accordance with best commercial practices. The contractor shall pack to ensure carrier acceptance and to ensure safe delivery.

The contractor shall clearly mark all packages with the legend "Transcript of Proceedings." All packages (delivered by any means) shall bear the name, address, and title of the person to whom it is to be delivered, as well as the name and return address of the sender. Failure to do so may constitute grounds for refusal of delivery, and subsequent reduction of fees for delinquent transcripts.

7. Invoices

A. Invoicing the parties. The Contractor shall submit invoices for transcripts ordered by private parties directly to the ordering party and may require payment in full before releasing the transcript. A copy of the invoice shall also be provided to the Contracting Officer. For invoices, the contractor shall use Form AO 366 Voucher for Attendance Fees for Contract Court Reporters. Form AO 366 will be provided upon award.

B. Invoicing the Court.

1) Appearance Fees. The contractor shall prepare and submit invoices for appearance fees to the court's designated invoicing address within 45 days after completion of the reporting services. Each invoice for appearance fees shall contain the following information:

a) order order/call number;

- b) name of the Presiding Official;
- c) number of actual hours of reporting services;
- d) authorized applicable rate(s) under the Pricing Schedule;
- e) extended totals;
- f) number of any overtime hours, by day, hourly rate, and extended totals (if applicable);
- g) transportation and subsistence expenses for reporting services under paragraph 5 if authorized for the specific proceeding (receipts must be provided with the invoice); and
- h) any credits or other deductions (if applicable).

2) Transcripts. Transcript fees do not apply to transcripts delivered for the records of the court in accordance with Paragraph 1.A.4) above. Additional transcripts ordered by a judge or the court may be invoiced at the stated fees. Invoices shall be submitted to the contracting officer or his/her designee within 45 days after delivery of the transcript. Each invoice for transcripts shall contain the following information:

- a) order/call number;
- b) Transcript Order number;
- c) case name and case number;
- d) date of proceeding(s) transcribed;
- e) name and title of the ordering judicial official;
- f) type of transcript (ordinary, 14-day, expedited, daily, hourly);
- g) number of pages of transcript and the per page rate;
- h) extended totals; and
- i) amount of any credit for delinquent delivery or other deduction, if applicable.

C. In the event the contractor fails to include any credit or other deduction on an invoice, the Court may compute the credit and effect a setoff, reducing the payment accordingly.

8. Computation of Appearance or Cancellation Fees

A. The half-day rate applies when the contractor/reporter is present at the designated assignment location for 4 hours or less.

B. The full-day rate applies when the contractor is present at the designated assignment location longer than 4, but not more than 9, hours. The full day rate also applies when the contractor has been instructed to be present at the designated assignment location during both the morning session and the afternoon session regardless of the actual number of reporting hours. For example, if the reporter is required to be present at the designated assignment location from 11:00 a.m. until 2:00 p.m., the half-day rate will apply.

C. Overtime rates apply for each hour after nine (9) hours required to be worked by a reporter during an assignment day.

D. The court reserves the right to cancel any order, without penalty or charge, provided the contractor is notified prior to 4:30pm of the workday immediately before the day of the proceeding. Telephonic notification shall be confirmed by written follow-up (e-mail, fax, etc.). In the event a proceeding is cancelled after 4:30pm of the prior day, and the reporter arrives as previously ordered, the contractor shall be paid a cancellation fee equal to the stated half-day rate.

9. Failure of Qualified Reporter to Appear

A. If the contractor fails to appear at the time and place specified for the proceeding, or if the contractor provides a reporter who does not satisfy the qualification requirements of this BPA, the Court may:

1) Procure the services of a substitute, and the contractor shall be responsible for all costs in excess of the reporting services costs the Court would have incurred if the contractor had performed the work in accordance with this BPA. The contracting officer shall deduct such excess costs from any sums payable or which become payable to the contractor.

2) Delay the proceeding until the contractor arrives. If the full day rate applies, and the contractor arrives at the proceeding thirty (30) or more minutes late, the reporting fee for that day shall be reduced by one-twelfth (1/12) of the daily rate for reporting services for each increment of thirty (30) minutes of lateness, or fraction thereof. If the half day rate applies, and the contractor arrives at the proceeding thirty (30) or more minutes late, the reporting fee for that half day shall be reduced by one-sixth (1/6) of the half-day rate for reporting services for each increment of thirty (30) minutes of lateness, or fraction thereof.

B. The rights and remedies of the Court under this paragraph are not exclusive and are in addition to any other rights and remedies which this BPA or the law provides.

C. If the contractor reports for an assignment but does not complete the assignment due to illness, personal reasons, or any other reason, the rate paid will be determined by the amount of time the contractor actually performed services.

ATTACHMENT 3 - BPA TERMS AND CONDITIONS

1. **Extent of Obligation.** The Court is obligated under this BPA only to the extent of call(s) placed by authorized individuals against this agreement. The Contractor is cautioned that accepting BPA calls from anyone other than those authorized by the BPA may result in delay or denial of payment for that unauthorized call.
2. **Individuals Authorized to Place Calls/Orders and Dollar Limitations.** The individuals authorized to place calls/orders under this Agreement are as follows: US District Court, Central District of California; Court Reporting Services.
3. **Security Clearance Requirements.** All court reporters performing work under this BPA are subject to background checks. This will include, at a minimum, a fingerprint criminal history check. It may also include a credit check, a name check of FBI record, and/or a tax check of IRS record for the last three years.
4. **Handling Classified Materials.** In the event that the proceeding requires reporting or handling of classified information or materials, the following applies:
 - A. The Government and Contractor agree that neither expects the performance under calls under this BPA to involve reporting or handling of classified information or materials. Either party shall notify the other promptly in writing if the expectation of that party changes, and shall include in the notice reasons therefore. If there are sealed records, in camera proceedings or grand jury matters, the Contractor shall consult with the Contracting Officer as to the proper safeguarding, security, and secrecy of the original notes and transcript orders.
 - B. The Contracting Officer will advise the Contractor whenever the Government places a BPA call that will require the reporting of classified information or materials. The Contractor shall have the right to decline to provide such reporting services, in which case such services shall be deemed outside the scope of the BPA call.
 - C. The Contractor shall hold inviolate and in strictest confidence any and all information of an official nature not for inclusion in the transcript, any information which the Presiding Judicial Official designates as "off the record" and all classified information and material.
 - D. The Contractor shall safeguard, and otherwise act with respect to all classified information and material, in accordance with applicable law and instructions from the Contracting Officer. The Contractor shall not permit any individual to have or gain access to the classified information or material without written permission of the Contracting Officer, except as access may be necessary for authorized employees of the Contractor to perform transcription services under the BPA call.
 - E. Notwithstanding any other provision of this BPA, the Contractor may deliver a transcript containing classified material or information only to the Government. The Contractor shall never sell or deliver such a transcript to a private person without the express written permission of the Contracting Officer. Notwithstanding any other provision of this purchase order, the Contractor shall never keep a copy of a transcript containing classified material or information after the delivery of the original transcript to the Contracting Officer and/or the Clerk of Court.
5. **Service Contract Act Wage Determination.** If the contractor anticipates using five or more employees to provide services under this procurement over the term of the BPA, then the labor rates stated in the attached Department of Labor wage rate determination apply.

6. Reporters Authorized to Provide Services Under BPA. Only the reporters named in the list attached to this BPA are authorized to provide services under this BPA. Any additions or substitutions to the list shall be subject to the approval of the Contracting Officer.

7. Clause B-5, Clauses Incorporated by Reference (SEP 2010) [DEVIATION]

This BPA incorporates the following clauses by reference, with the same force and effect as if it were given in full text. Upon request, the contracting officer will make the full text available. The full text of the referenced clauses may be accessed electronically at the following web address:

<http://www.uscourts.gov/procurement.aspx>.

(end)

<u>Number</u>	<u>Title</u>	<u>Date</u>
Clause 3-3	Provisions, Clauses, Terms and Conditions - Small Purchases	JUN 2014
Clause 7-5	Contracting Officer's Representative APR 2013	

Appendix 1 to BPA Terms and Conditions – LIST OF AUTHORIZED REPORTERS

REPORTERS AUTHORIZED TO WORK UNDER BPA NO. _USDC18_CRBPA_

The following reporters are authorized to provide services under the referenced BPA:

[NAMES TO BE INSERTED BY CONTRACTING OFFICER AT TIME OF BPA AWARD]

Any additions or substitutions to the above list shall be subject to approval of the Contracting Officer.

Appendix 2 to BPA Terms and Conditions - DEPARTMENT OF LABOR WAGE RATE

Attached and incorporated by this reference:

1. California County of Los Angeles
Wage Determination No. : 2015-5613
Revision No. : 9
Date of Revision: 01/10/2018
2. California County of Orange
Wage Determination No. : 2015-5646
Revision No. : 6
Date of Revision: 01/10/2018
3. California Counties of Riverside, San Bernardino
Wage Determination No. : 2015-5629
Revision No. : 7
Date of Revision: 01/10/2018
4. California County of Santa Barbara
Wage Determination No. : 2015-5647
Revision No. : 5
Date of Revision: 01/10/2018
5. California County of San Luis Obispo
Wage Determination No. : 2015-5643
Revision No. : 5
Date of Revision: 01/10/2018
6. California County of Ventura
Wage Determination No. : 2015-5625
Revision No. : 6
Date of Revision: 01/10/2018
7. WH-1313 Poster

ATTACHMENT 4 - SOLICITATION PROVISIONS

Offerors shall register in the System for Award Management (www.sam.gov) and shall complete and return the following information:

Provision 3-5, Taxpayer Identification and Other Offeror Information (APR 2011)

(a) Definitions.

"Taxpayer Identification (TIN)," as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of [31 U.S.C. §§ 7701\(c\)](#) and [3325\(d\)](#), reporting requirements of [26 U.S.C. §§ 6041, 6041A](#), and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror's relationship with the government ([31 U.S.C. § 7701\(c\)\(3\)](#)). If the resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(d) *Taxpayer Identification Number (TIN):*

TIN has been applied for.

TIN is not required, because:

Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

Offeror is an agency or instrumentality of a foreign government;

Offeror is an agency or instrumentality of the federal government.

(e) *Type of organization:*

sole proprietorship;

partnership;

corporate entity (not tax-exempt);

corporate entity (tax-exempt);

government entity (federal, state or local);

foreign government;

international organization per 26 CFR 1.6049-4;

other _____.

(f) *Contractor representations.*

The offeror represents as part of its offer that it is , is not, 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

- Women-Owned Business
- Minority-Owned Business (if selected, then one sub-type is required)
 - Black American
 - Hispanic American
 - Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians)
 - Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)
 - Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)
- Individual/concern, other than one of the preceding.

(end)

ATTACHMENT 5 – BPA PRICING SCHEDULE

This BPA is in effect for the period from date of award through September 30, 2021. Pricing applicable to work performed during each twelve-month period shall be as shown below.

Year One Pricing		
Appearance Fees	Unit	Unit Price
Daily Rate	Each	
Half-Day Rate	Each	
Overtime Rate	Hour	
Transcripts **		
Ordinary Transcript	Page	
14-Day Transcript	Page	
Expedited Transcript	Page	
Daily Transcript	Page	
Hourly Transcript	Page	
Realtime Transcript	Page	

Year Two Pricing		
Appearance Fees	Unit	Unit Price
Daily Rate	Each	
Half-Day Rate	Each	
Overtime Rate	Hour	
Transcripts **		
Ordinary Transcript	Page	
14-Day Transcript	Page	
Expedited Transcript	Page	
Daily Transcript	Page	
Hourly Transcript	Page	
Realtime Transcript	Page	

**Transcripts – if no prices entered, the maximum transcript rates of the Court will apply. These rates may be found at <https://www.cacd.uscourts.gov/court-reporting-services/court-reporterrecorder-transcripts>.

ATTACHMENT 6 - REPORTER'S BIOGRAPHICAL INFORMATION SHEET*(COMPLETE ONE PER REPORTER)*

SOLICITATION NUMBER:	DATE:
COMPANY NAME:	
REPORTER'S NAME: <i>(reporter must sign at bottom of page)</i>	
For NCRA/NVRA Certificate, provide Title, Registration Number & Date Received:	
For Other Certification provide name of grantor and city, state, for which conferred: <i>(copy of certificate must be attached)</i>	
EXPERIENCE: Begin with most recent experience. List all positions related to performance of court reporting duties. Include all experience in a courtroom setting. Experience in a courtroom setting and dates of that service must be clearly identified. Include average number of hours worked per week for each position. Attach additional sheets as needed.	
Name, Address, Phone# of Employer:	Employed from: ___/___/_____ to ___/___/_____
Description of Duties:	
Name, Address, Phone# of Employer:	Employed from: ___/___/_____ to ___/___/_____
Description of Duties:	
Name, Address, Phone# of Employer:	Employed from: ___/___/_____ to ___/___/_____
Description of Duties:	
Name, Address, Phone# of Employer:	Employed from: ___/___/_____ to ___/___/_____
Description of Duties:	
By signing below, I certify that the above information is complete and correct, and that I intend to provide services for the above firm under any contract resulting from this solicitation:	

Reporter Signature	Date

ATTACHMENT 7 – REPORTER REFERENCE INFORMATION

The Offeror shall provide a minimum of three (3) references for which the offeror performed services similar to those required in this solicitation during the three (3) year period preceding the issue date of this solicitation. If offeror is a firm rather than an individual court reporter, a minimum of three (3) references must be provided for each individual court reporter proposed to provide services under the BPA.

Name of Offeror _____
1. Name of Reference (<i>Firm, company, Court or individual</i>):
2. Name, e-mail address, and telephone # of Contact with information about past performance by the Offeror:
3. Contract # (<i>if applicable</i>):
4. Period during which work performed: From ___/___/_____ to ___/___/_____
5. Was work performed in a courtroom setting? Yes___ No ___ If no, where was work performed?
6. Description of work:

WD 15-5613 (Rev.-9) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.: 2015-5613
Director	Wage Determinations	Revision No.: 9
		Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: California

Area: California County of Los Angeles

OCCUPATION NOTES:

Heating, Air Conditioning, and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.60
01012 - Accounting Clerk II		18.64
01013 - Accounting Clerk III		20.85
01020 - Administrative Assistant		30.89
01035 - Court Reporter		24.11
01041 - Customer Service Representative I		13.98
01042 - Customer Service Representative II		15.72
01043 - Customer Service Representative III		17.15
01051 - Data Entry Operator I		14.04
01052 - Data Entry Operator II		15.32
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		13.43
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		13.86
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53

01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	30.89
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.51
01531 - Travel Clerk I	14.72
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.21
01611 - Word Processor I	16.70
01612 - Word Processor II	18.56
01613 - Word Processor III	20.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.73
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	14.72
07042 - Cook II	17.03
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.28
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	10.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	14.04
11090 - Gardener	19.21
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	11.62
11260 - Pruner	13.27
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	14.40

11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	31.92
12015 - Certified Physical Therapist Assistant	32.31
12020 - Dental Assistant	17.34
12025 - Dental Hygienist	46.45
12030 - EKG Technician	30.63
12035 - Electroneurodiagnostic Technologist	30.63
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	19.32
12072 - Licensed Practical Nurse II	21.61
12073 - Licensed Practical Nurse III	24.09
12100 - Medical Assistant	16.38
12130 - Medical Laboratory Technician	20.02
12160 - Medical Record Clerk	17.59
12190 - Medical Record Technician	19.67
12195 - Medical Transcriptionist	23.42
12210 - Nuclear Medicine Technologist	44.21
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.10
12223 - Nursing Assistant III	14.29
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	17.80
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.93
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	30.54
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	26.76
12320 - Substance Abuse Treatment Counselor	17.48
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.83
13012 - Exhibits Specialist II	30.76
13013 - Exhibits Specialist III	37.63
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	36.64
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	33.09
13058 - Library Technician	22.40
13061 - Media Specialist I	23.87
13062 - Media Specialist II	26.70
13063 - Media Specialist III	29.77
13071 - Photographer I	17.95
13072 - Photographer II	20.08
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13090 - Technical Order Library Clerk	16.03
13110 - Video Teleconference Technician	24.18
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.82

14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	27.35
14071 - Computer Programmer I	(see 1) 27.42
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	17.82
14160 - Personal Computer Support Technician	25.73
14170 - System Support Specialist	33.61
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.73
15020 - Aircrew Training Devices Instructor (Rated)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	50.37
15050 - Computer Based Training Specialist / Instructor	34.73
15060 - Educational Technologist	36.57
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.94
15086 - Maintenance Test Pilot, Rotary Wing	43.94
15088 - Non-Maintenance Test/Co-Pilot	43.94
15090 - Technical Instructor	25.70
15095 - Technical Instructor/Course Developer	31.47
15110 - Test Proctor	20.77
15120 - Tutor	20.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	
16030 - Counter Attendant	
16040 - Dry Cleaner	
16070 - Finisher, Flatwork, Machine	
16090 - Presser, Hand	
16110 - Presser, Machine, Drycleaning	
16130 - Presser, Machine, Shirts	
16160 - Presser, Machine, Wearing Apparel, Laundry	
16190 - Sewing Machine Operator	
16220 - Tailor	
16250 - Washer, Machine	
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.87
19040 - Tool And Die Maker	25.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.02
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	17.02
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	17.02
21410 - Warehouse Specialist	17.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.86
23019 - Aircraft Logs and Records Technician	25.91
23021 - Aircraft Mechanic I	32.01

23022 - Aircraft Mechanic II	33.86
23023 - Aircraft Mechanic III	35.13
23040 - Aircraft Mechanic Helper	22.42
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	25.91
23070 - Aircraft Survival Flight Equipment Technician	27.52
23080 - Aircraft Worker	27.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.01
23110 - Appliance Mechanic	22.12
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	39.73
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	21.12
23160 - Electrician, Maintenance	30.29
23181 - Electronics Technician Maintenance I	25.24
23182 - Electronics Technician Maintenance II	26.88
23183 - Electronics Technician Maintenance III	28.53
23260 - Fabric Worker	23.97
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	23.06
23311 - Fuel Distribution System Mechanic	31.38
23312 - Fuel Distribution System Operator	23.99
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	32.01
23381 - Ground Support Equipment Servicer	25.91
23382 - Ground Support Equipment Worker	27.04
23391 - Gunsmith I	23.06
23392 - Gunsmith II	26.68
23393 - Gunsmith III	30.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.20
23440 - Heavy Equipment Operator	38.94
23460 - Instrument Mechanic	32.82
23465 - Laboratory/Shelter Mechanic	28.42
23470 - Laborer	12.49
23510 - Locksmith	24.42
23530 - Machinery Maintenance Mechanic	28.51
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	32.82
23592 - Metrology Technician II	34.76
23593 - Metrology Technician III	36.12
23640 - Millwright	30.03
23710 - Office Appliance Repairer	21.54
23760 - Painter, Maintenance	21.89
23790 - Pipefitter, Maintenance	28.31
23810 - Plumber, Maintenance	26.66
23820 - Pneudraulic Systems Mechanic	30.16
23850 - Rigger	28.45
23870 - Scale Mechanic	26.68
23890 - Sheet-Metal Worker, Maintenance	28.02
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	27.27
23932 - Telecommunications Mechanic II	28.88
23950 - Telephone Lineman	29.26

23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	29.72
23970 - Woodcraft Worker	28.92
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24550 - Case Manager	17.63
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	17.63
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.39
25040 - Sewage Plant Operator	34.88
25070 - Stationary Engineer	33.39
25190 - Ventilation Equipment Tender	23.40
25210 - Water Treatment Plant Operator	34.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.53
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	33.16
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	31.01
27070 - Firefighter	36.27
27101 - Guard I	13.15
27102 - Guard II	23.77
27131 - Police Officer I	41.71
27132 - Police Officer II	46.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.28
28042 - Carnival Equipment Repairer	16.62
28043 - Carnival Worker	11.13
28210 - Gate Attendant/Gate Tender	15.61
28310 - Lifeguard	14.97
28350 - Park Attendant (Aide)	17.47
28510 - Recreation Aide/Health Facility Attendant	12.74
28515 - Recreation Specialist	21.63
28630 - Sports Official	13.89
28690 - Swimming Pool Operator	19.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.26
29020 - Hatch Tender	26.26
29030 - Line Handler	26.26
29041 - Stevedore I	24.53
29042 - Stevedore II	27.97
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.81
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46
30040 - Civil Engineering Technician	37.25
30051 - Cryogenic Technician I	28.93
30052 - Cryogenic Technician II	31.95
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.81
30063 - Drafter/CAD Operator III	31.00

30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	27.72
30095 - Evidence Control Specialist	26.12
30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	39.94
30222 - Latent Fingerprint Technician II	44.09
30240 - Mathematical Technician	33.92
30361 - Paralegal/Legal Assistant I	21.83
30362 - Paralegal/Legal Assistant II	27.04
30363 - Paralegal/Legal Assistant III	33.08
30364 - Paralegal/Legal Assistant IV	40.03
30375 - Petroleum Supply Specialist	31.95
30390 - Photo-Optics Technician	33.92
30395 - Radiation Control Technician	31.95
30461 - Technical Writer I	25.09
30462 - Technical Writer II	30.68
30463 - Technical Writer III	37.12
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	31.36
30502 - Weather Forecaster II	38.17
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 31.00
30621 - Weather Observer, Senior	(see 2) 33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	13.63
31030 - Bus Driver	19.62
31043 - Driver Courier	14.00
31260 - Parking and Lot Attendant	10.69
31290 - Shuttle Bus Driver	15.26
31310 - Taxi Driver	13.23
31361 - Truckdriver, Light	15.26
31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	27.06
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	13.33
99252 - Laboratory Animal Caretaker II	14.58
99260 - Marketing Analyst	30.70
99310 - Mortician	34.35
99410 - Pest Controller	15.19
99510 - Photofinishing Worker	16.90
99710 - Recycling Laborer	25.44
99711 - Recycling Specialist	29.85
99730 - Refuse Collector	22.70
99810 - Sales Clerk	17.13

99820 - School Crossing Guard	11.51
99830 - Survey Party Chief	45.10
99831 - Surveying Aide	25.25
99832 - Surveying Technician	33.20
99840 - Vending Machine Attendant	13.35
99841 - Vending Machine Repairer	16.83
99842 - Vending Machine Repairer Helper	13.35

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

WD 15-5645 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.:	2015-5645
Director	Wage Determinations	Revision No.:	6
		Date Of Revision:	01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: California

Area: California County of Orange

OCCUPATION NOTES:

Heating, Air Conditioning, and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.48
01012 - Accounting Clerk II		19.62
01013 - Accounting Clerk III		21.95
01020 - Administrative Assistant		29.45
01035 - Court Reporter		22.49
01041 - Customer Service Representative I		14.80
01042 - Customer Service Representative II		16.63
01043 - Customer Service Representative III		18.14
01051 - Data Entry Operator I		14.63
01052 - Data Entry Operator II		15.96
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		13.44
01112 - General Clerk II		15.15
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		12.73
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53

01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.20
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	24.13
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	29.45
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.90
01531 - Travel Clerk I	14.72
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.21
01611 - Word Processor I	17.39
01612 - Word Processor II	19.52
01613 - Word Processor III	21.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.61
05010 - Automotive Electrician	23.93
05040 - Automotive Glass Installer	22.47
05070 - Automotive Worker	22.47
05110 - Mobile Equipment Servicer	19.42
05130 - Motor Equipment Metal Mechanic	25.40
05160 - Motor Equipment Metal Worker	22.47
05190 - Motor Vehicle Mechanic	25.40
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.99
05280 - Motor Vehicle Wrecker	22.47
05310 - Painter, Automotive	23.93
05340 - Radiator Repair Specialist	22.47
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	25.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	14.10
07042 - Cook II	16.32
07070 - Dishwasher	10.47
07130 - Food Service Worker	11.20
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	10.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	11.35
11260 - Pruner	13.27
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	14.40

11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	29.91
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	46.14
12030 - EKG Technician	34.05
12035 - Electroneurodiagnostic Technologist	34.05
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	19.72
12072 - Licensed Practical Nurse II	22.06
12073 - Licensed Practical Nurse III	24.60
12100 - Medical Assistant	16.30
12130 - Medical Laboratory Technician	20.75
12160 - Medical Record Clerk	18.01
12190 - Medical Record Technician	20.38
12195 - Medical Transcriptionist	21.70
12210 - Nuclear Medicine Technologist	44.21
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.63
12223 - Nursing Assistant III	14.87
12224 - Nursing Assistant IV	16.70
12235 - Optical Dispenser	18.70
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	16.97
12305 - Radiologic Technologist	30.54
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	26.31
12320 - Substance Abuse Treatment Counselor	26.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.14
13012 - Exhibits Specialist II	32.39
13013 - Exhibits Specialist III	39.61
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	35.87
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	32.39
13058 - Library Technician	22.40
13061 - Media Specialist I	23.37
13062 - Media Specialist II	26.14
13063 - Media Specialist III	29.15
13071 - Photographer I	19.75
13072 - Photographer II	22.09
13073 - Photographer III	29.27
13074 - Photographer IV	36.92
13075 - Photographer V	44.67
13090 - Technical Order Library Clerk	20.68
13110 - Video Teleconference Technician	20.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.82

14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	27.35
14071 - Computer Programmer I	(see 1) 27.42
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	17.82
14160 - Personal Computer Support Technician	25.73
14170 - System Support Specialist	33.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.73
15020 - Aircrew Training Devices Instructor (Rated)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	50.37
15050 - Computer Based Training Specialist / Instructor	34.73
15060 - Educational Technologist	42.92
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.34
15086 - Maintenance Test Pilot, Rotary Wing	45.34
15088 - Non-Maintenance Test/Co-Pilot	45.34
15090 - Technical Instructor	25.70
15095 - Technical Instructor/Course Developer	31.47
15110 - Test Proctor	20.77
15120 - Tutor	20.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.07
19040 - Tool And Die Maker	25.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.97
21030 - Material Coordinator	24.13
21040 - Material Expediter	24.13
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	15.97
21110 - Shipping Packer	15.14
21130 - Shipping/Receiving Clerk	15.14
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	15.97
21410 - Warehouse Specialist	15.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23019 - Aircraft Logs and Records Technician	23.55
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.91
23060 - Aircraft Servicer	23.55
23070 - Aircraft Survival Flight Equipment Technician	24.91
23080 - Aircraft Worker	24.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.10
23110 - Appliance Mechanic	20.11

23120 - Bicycle Repairer	17.02
23125 - Cable Splicer	39.73
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	21.38
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	26.04
23182 - Electronics Technician Maintenance II	27.73
23183 - Electronics Technician Maintenance III	29.44
23260 - Fabric Worker	28.89
23290 - Fire Alarm System Mechanic	23.89
23310 - Fire Extinguisher Repairer	21.58
23311 - Fuel Distribution System Mechanic	28.53
23312 - Fuel Distribution System Operator	21.81
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.58
23392 - Gunsmith II	24.98
23393 - Gunsmith III	28.24
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	37.52
23460 - Instrument Mechanic	29.84
23465 - Laboratory/Shelter Mechanic	26.60
23470 - Laborer	12.49
23510 - Locksmith	25.04
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	29.84
23592 - Metrology Technician II	31.60
23593 - Metrology Technician III	32.84
23640 - Millwright	30.14
23710 - Office Appliance Repairer	22.93
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	27.10
23810 - Plumber, Maintenance	25.53
23820 - Pneudraulic Systems Mechanic	28.24
23850 - Rigger	28.24
23870 - Scale Mechanic	24.98
23890 - Sheet-Metal Worker, Maintenance	24.34
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	27.42
23932 - Telecommunications Mechanic II	28.78
23950 - Telephone Lineman	29.26
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	29.72
23970 - Woodcraft Worker	28.24
23980 - Woodworker	21.58
24000 - Personal Needs Occupations	
24550 - Case Manager	16.53
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	11.14
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.39
25040 - Sewage Plant Operator	34.88
25070 - Stationary Engineer	33.39

25190 - Ventilation Equipment Tender	23.40
25210 - Water Treatment Plant Operator	34.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.77
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.31
27010 - Court Security Officer	34.10
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	31.31
27070 - Firefighter	36.27
27101 - Guard I	13.15
27102 - Guard II	23.77
27131 - Police Officer I	42.01
27132 - Police Officer II	46.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.74
28042 - Carnival Equipment Repairer	14.98
28043 - Carnival Worker	10.01
28210 - Gate Attendant/Gate Tender	14.54
28310 - Lifeguard	13.48
28350 - Park Attendant (Aide)	16.26
28510 - Recreation Aide/Health Facility Attendant	11.87
28515 - Recreation Specialist	20.15
28630 - Sports Official	12.95
28690 - Swimming Pool Operator	17.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.09
29020 - Hatch Tender	28.09
29030 - Line Handler	28.09
29041 - Stevedore I	26.24
29042 - Stevedore II	29.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.81
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46
30040 - Civil Engineering Technician	32.65
30051 - Cryogenic Technician I	28.45
30052 - Cryogenic Technician II	31.20
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.81
30063 - Drafter/CAD Operator III	31.00
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	27.72
30095 - Evidence Control Specialist	25.51
30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	36.00
30222 - Latent Fingerprint Technician II	39.77
30240 - Mathematical Technician	33.92
30361 - Paralegal/Legal Assistant I	21.83
30362 - Paralegal/Legal Assistant II	27.04
30363 - Paralegal/Legal Assistant III	33.08

30364 - Paralegal/Legal Assistant IV	40.03
30375 - Petroleum Supply Specialist	31.20
30390 - Photo-Optics Technician	33.92
30395 - Radiation Control Technician	31.20
30461 - Technical Writer I	26.32
30462 - Technical Writer II	32.19
30463 - Technical Writer III	38.95
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	28.45
30502 - Weather Forecaster II	34.36
30620 - Weather Observer, Combined Upper Air Or	(see 2) 31.00
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	17.17
31030 - Bus Driver	21.58
31043 - Driver Courier	14.30
31260 - Parking and Lot Attendant	11.11
31290 - Shuttle Bus Driver	15.59
31310 - Taxi Driver	13.70
31361 - Truckdriver, Light	15.59
31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	12.13
99050 - Desk Clerk	13.12
99095 - Embalmer	25.51
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.88
99260 - Marketing Analyst	31.96
99310 - Mortician	34.35
99410 - Pest Controller	16.71
99510 - Photofinishing Worker	16.89
99710 - Recycling Laborer	21.03
99711 - Recycling Specialist	25.30
99730 - Refuse Collector	18.76
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	11.51
99830 - Survey Party Chief	43.63
99831 - Surveying Aide	24.42
99832 - Surveying Technician	32.11
99840 - Vending Machine Attendant	14.05
99841 - Vending Machine Repairer	16.96
99842 - Vending Machine Repairer Helper	14.05

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

WD 15-5647 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.: 2015-5647
Director	Wage Determinations	Revision No.: 5
		Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: California

Area: California County of Santa Barbara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.58
01013 - Accounting Clerk III		21.90
01020 - Administrative Assistant		27.61
01035 - Court Reporter		25.67
01041 - Customer Service Representative I		14.71
01042 - Customer Service Representative II		16.53
01043 - Customer Service Representative III		18.04
01051 - Data Entry Operator I		13.76
01052 - Data Entry Operator II		15.01
01060 - Dispatcher, Motor Vehicle		19.84
01070 - Document Preparation Clerk		15.53
01090 - Duplicating Machine Operator		15.53
01111 - General Clerk I		13.78
01112 - General Clerk II		15.03
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		21.86
01141 - Messenger Courier		13.16
01191 - Order Clerk I		15.20
01192 - Order Clerk II		16.59
01261 - Personnel Assistant (Employment) I		17.45
01262 - Personnel Assistant (Employment) II		19.51
01263 - Personnel Assistant (Employment) III		21.76
01270 - Production Control Clerk		24.68
01290 - Rental Clerk		12.42
01300 - Scheduler, Maintenance		16.99
01311 - Secretary I		16.99
01312 - Secretary II		19.01
01313 - Secretary III		21.86

01320	- Service Order Dispatcher	18.21
01410	- Supply Technician	27.61
01420	- Survey Worker	18.03
01460	- Switchboard Operator/Receptionist	14.69
01531	- Travel Clerk I	13.19
01532	- Travel Clerk II	13.88
01533	- Travel Clerk III	14.72
01611	- Word Processor I	16.20
01612	- Word Processor II	18.19
01613	- Word Processor III	20.36
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	23.91
05010	- Automotive Electrician	18.82
05040	- Automotive Glass Installer	18.02
05070	- Automotive Worker	18.02
05110	- Mobile Equipment Servicer	16.41
05130	- Motor Equipment Metal Mechanic	19.58
05160	- Motor Equipment Metal Worker	18.02
05190	- Motor Vehicle Mechanic	19.56
05220	- Motor Vehicle Mechanic Helper	14.85
05250	- Motor Vehicle Upholstery Worker	17.14
05280	- Motor Vehicle Wrecker	18.02
05310	- Painter, Automotive	18.82
05340	- Radiator Repair Specialist	18.02
05370	- Tire Repairer	14.15
05400	- Transmission Repair Specialist	19.56
07000	- Food Preparation And Service Occupations	
07010	- Baker	15.88
07041	- Cook I	14.78
07042	- Cook II	16.46
07070	- Dishwasher	10.89
07130	- Food Service Worker	11.08
07210	- Meat Cutter	16.94
07260	- Waiter/Waitress	11.51
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.91
09040	- Furniture Handler	14.16
09080	- Furniture Refinisher	21.91
09090	- Furniture Refinisher Helper	17.29
09110	- Furniture Repairer, Minor	19.95
09130	- Upholsterer	21.91
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.47
11060	- Elevator Operator	13.31
11090	- Gardener	17.17
11122	- Housekeeping Aide	13.31
11150	- Janitor	13.31
11210	- Laborer, Grounds Maintenance	13.06
11240	- Maid or Houseman	11.58
11260	- Pruner	11.62
11270	- Tractor Operator	15.94
11330	- Trail Maintenance Worker	13.06
11360	- Window Cleaner	14.90
12000	- Health Occupations	
12010	- Ambulance Driver	20.65
12011	- Breath Alcohol Technician	23.99
12012	- Certified Occupational Therapist Assistant	31.54
12015	- Certified Physical Therapist Assistant	28.67
12020	- Dental Assistant	21.41
12025	- Dental Hygienist	46.62
12030	- EKG Technician	29.11

12035 - Electroneurodiagnostic Technologist	29.11
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	21.45
12072 - Licensed Practical Nurse II	23.99
12073 - Licensed Practical Nurse III	26.75
12100 - Medical Assistant	17.57
12130 - Medical Laboratory Technician	22.07
12160 - Medical Record Clerk	18.29
12190 - Medical Record Technician	20.46
12195 - Medical Transcriptionist	19.07
12210 - Nuclear Medicine Technologist	52.72
12221 - Nursing Assistant I	11.81
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.26
12235 - Optical Dispenser	20.26
12236 - Optical Technician	21.09
12250 - Pharmacy Technician	19.93
12280 - Phlebotomist	18.62
12305 - Radiologic Technologist	35.73
12311 - Registered Nurse I	26.63
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	43.27
12315 - Registered Nurse III, Anesthetist	43.27
12316 - Registered Nurse IV	47.23
12317 - Scheduler (Drug and Alcohol Testing)	29.67
12320 - Substance Abuse Treatment Counselor	18.68
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.04
13012 - Exhibits Specialist II	29.79
13013 - Exhibits Specialist III	36.43
13041 - Illustrator I	24.04
13042 - Illustrator II	29.79
13043 - Illustrator III	36.43
13047 - Librarian	32.99
13050 - Library Aide/Clerk	15.08
13054 - Library Information Technology Systems Administrator	29.79
13058 - Library Technician	18.97
13061 - Media Specialist I	21.49
13062 - Media Specialist II	24.04
13063 - Media Specialist III	26.81
13071 - Photographer I	21.49
13072 - Photographer II	24.04
13073 - Photographer III	29.79
13074 - Photographer IV	35.32
13075 - Photographer V	38.06
13090 - Technical Order Library Clerk	17.29
13110 - Video Teleconference Technician	21.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.11
14042 - Computer Operator II	19.98
14043 - Computer Operator III	22.28
14044 - Computer Operator IV	24.75
14045 - Computer Operator V	27.42
14071 - Computer Programmer I	(see 1) 24.91
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		17.11
14160 - Personal Computer Support Technician		24.75
14170 - System Support Specialist		37.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.02
15020 - Aircrew Training Devices Instructor (Rated)		35.11
15030 - Air Crew Training Devices Instructor (Pilot)		42.09
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		42.09
15080 - Graphic Artist		23.48
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.83
15086 - Maintenance Test Pilot, Rotary Wing		40.83
15088 - Non-Maintenance Test/Co-Pilot		40.83
15090 - Technical Instructor		23.49
15095 - Technical Instructor/Course Developer		28.73
15110 - Test Proctor		18.96
15120 - Tutor		18.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.49
16030 - Counter Attendant		11.49
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		11.49
16090 - Presser, Hand		11.49
16110 - Presser, Machine, Drycleaning		11.49
16130 - Presser, Machine, Shirts		11.49
16160 - Presser, Machine, Wearing Apparel, Laundry		11.49
16190 - Sewing Machine Operator		13.69
16220 - Tailor		14.42
16250 - Washer, Machine		12.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.93
19040 - Tool And Die Maker		30.20
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.97
21030 - Material Coordinator		24.68
21040 - Material Expediter		24.68
21050 - Material Handling Laborer		12.52
21071 - Order Filler		15.11
21080 - Production Line Worker (Food Processing)		15.97
21110 - Shipping Packer		17.30
21130 - Shipping/Receiving Clerk		17.30
21140 - Store Worker I		12.42
21150 - Stock Clerk		17.66
21210 - Tools And Parts Attendant		15.97
21410 - Warehouse Specialist		15.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.02
23019 - Aircraft Logs and Records Technician		26.18
23021 - Aircraft Mechanic I		29.78
23022 - Aircraft Mechanic II		31.02
23023 - Aircraft Mechanic III		32.14
23040 - Aircraft Mechanic Helper		22.67
23050 - Aircraft, Painter		28.63
23060 - Aircraft Servicer		26.18
23070 - Aircraft Survival Flight Equipment Technician		28.63
23080 - Aircraft Worker		27.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.39

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.78
23110 - Appliance Mechanic	22.36
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	27.59
23140 - Carpet Layer	24.07
23160 - Electrician, Maintenance	30.65
23181 - Electronics Technician Maintenance I	27.27
23182 - Electronics Technician Maintenance II	28.52
23183 - Electronics Technician Maintenance III	31.22
23260 - Fabric Worker	23.43
23290 - Fire Alarm System Mechanic	26.74
23310 - Fire Extinguisher Repairer	21.86
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	23.18
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	29.78
23381 - Ground Support Equipment Servicer	26.18
23382 - Ground Support Equipment Worker	27.39
23391 - Gunsmith I	21.86
23392 - Gunsmith II	24.63
23393 - Gunsmith III	26.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.51
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.53
23430 - Heavy Equipment Mechanic	27.67
23440 - Heavy Equipment Operator	31.14
23460 - Instrument Mechanic	26.74
23465 - Laboratory/Shelter Mechanic	25.73
23470 - Laborer	12.52
23510 - Locksmith	25.73
23530 - Machinery Maintenance Mechanic	29.77
23550 - Machinist, Maintenance	22.87
23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	26.74
23592 - Metrology Technician II	27.88
23593 - Metrology Technician III	28.87
23640 - Millwright	26.74
23710 - Office Appliance Repairer	23.39
23760 - Painter, Maintenance	21.20
23790 - Pipefitter, Maintenance	27.64
23810 - Plumber, Maintenance	26.59
23820 - Pneudraulic Systems Mechanic	26.74
23850 - Rigger	26.74
23870 - Scale Mechanic	24.63
23890 - Sheet-Metal Worker, Maintenance	27.13
23910 - Small Engine Mechanic	21.58
23931 - Telecommunications Mechanic I	26.55
23932 - Telecommunications Mechanic II	27.32
23950 - Telephone Lineman	27.24
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	26.74
23970 - Woodcraft Worker	26.74
23980 - Woodworker	21.75
24000 - Personal Needs Occupations	
24550 - Case Manager	16.99
24570 - Child Care Attendant	13.07
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	12.02

24620 - Family Readiness And Support Services Coordinator	16.99
24630 - Homemaker	18.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.75
25040 - Sewage Plant Operator	29.08
25070 - Stationary Engineer	26.75
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	29.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.28
27007 - Baggage Inspector	13.16
27008 - Corrections Officer	31.49
27010 - Court Security Officer	31.49
27030 - Detection Dog Handler	14.72
27040 - Detention Officer	31.49
27070 - Firefighter	25.53
27101 - Guard I	13.16
27102 - Guard II	14.72
27131 - Police Officer I	39.35
27132 - Police Officer II	43.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Worker	10.61
28210 - Gate Attendant/Gate Tender	16.70
28310 - Lifeguard	13.85
28350 - Park Attendant (Aide)	18.68
28510 - Recreation Aide/Health Facility Attendant	13.63
28515 - Recreation Specialist	23.14
28630 - Sports Official	14.87
28690 - Swimming Pool Operator	20.66
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.27
29020 - Hatch Tender	27.27
29030 - Line Handler	27.27
29041 - Stevedore I	25.86
29042 - Stevedore II	28.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	18.29
30022 - Archeological Technician II	20.46
30023 - Archeological Technician III	25.35
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	33.65
30051 - Cryogenic Technician I	27.91
30052 - Cryogenic Technician II	30.82
30061 - Drafter/CAD Operator I	18.29
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	23.27
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.50
30082 - Engineering Technician II	19.21
30083 - Engineering Technician III	21.06
30084 - Engineering Technician IV	29.71
30085 - Engineering Technician V	33.15
30086 - Engineering Technician VI	40.11
30090 - Environmental Technician	26.85
30095 - Evidence Control Specialist	23.08

30210 - Laboratory Technician	21.23
30221 - Latent Fingerprint Technician I	27.91
30222 - Latent Fingerprint Technician II	30.82
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	19.60
30362 - Paralegal/Legal Assistant II	25.03
30363 - Paralegal/Legal Assistant III	30.59
30364 - Paralegal/Legal Assistant IV	36.99
30375 - Petroleum Supply Specialist	28.23
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	28.23
30461 - Technical Writer I	24.95
30462 - Technical Writer II	30.51
30463 - Technical Writer III	36.92
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	27.91
30502 - Weather Forecaster II	33.94
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.27
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.35
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	14.29
31030 - Bus Driver	20.94
31043 - Driver Courier	13.63
31260 - Parking and Lot Attendant	11.10
31290 - Shuttle Bus Driver	14.83
31310 - Taxi Driver	12.48
31361 - Truckdriver, Light	14.83
31362 - Truckdriver, Medium	17.73
31363 - Truckdriver, Heavy	21.16
31364 - Truckdriver, Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	11.15
99050 - Desk Clerk	13.70
99095 - Embalmer	26.87
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	13.91
99252 - Laboratory Animal Caretaker II	15.16
99260 - Marketing Analyst	31.80
99310 - Mortician	26.87
99410 - Pest Controller	18.38
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	25.87
99711 - Recycling Specialist	28.64
99730 - Refuse Collector	23.13
99810 - Sales Clerk	12.55
99820 - School Crossing Guard	14.15
99830 - Survey Party Chief	28.30
99831 - Surveying Aide	18.63
99832 - Surveying Technician	25.56
99840 - Vending Machine Attendant	18.63
99841 - Vending Machine Repairer	21.51
99842 - Vending Machine Repairer Helper	18.63

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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, 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

WD 15-5629 (Rev.-7) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.:	2015-5629
Director	Wage Determinations	Revision No.:	7
		Date Of Revision:	01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01035 - Court Reporter		24.11
01041 - Customer Service Representative I		13.45
01042 - Customer Service Representative II		15.12
01043 - Customer Service Representative III		16.49
01051 - Data Entry Operator I		13.43
01052 - Data Entry Operator II		14.65
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.30
01090 - Duplicating Machine Operator		15.34
01111 - General Clerk I		13.01
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		13.34
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01290 - Rental Clerk		16.61
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90

01320	- Service Order Dispatcher	19.54
01410	- Supply Technician	28.08
01420	- Survey Worker	19.93
01460	- Switchboard Operator/Receptionist	14.51
01531	- Travel Clerk I	13.19
01532	- Travel Clerk II	13.98
01533	- Travel Clerk III	14.85
01611	- Word Processor I	16.09
01612	- Word Processor II	18.06
01613	- Word Processor III	20.20
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	22.65
05010	- Automotive Electrician	24.40
05040	- Automotive Glass Installer	22.92
05070	- Automotive Worker	22.92
05110	- Mobile Equipment Servicer	21.08
05130	- Motor Equipment Metal Mechanic	23.56
05160	- Motor Equipment Metal Worker	22.92
05190	- Motor Vehicle Mechanic	23.56
05220	- Motor Vehicle Mechanic Helper	20.22
05250	- Motor Vehicle Upholstery Worker	22.44
05280	- Motor Vehicle Wrecker	22.92
05310	- Painter, Automotive	24.40
05340	- Radiator Repair Specialist	22.92
05370	- Tire Repairer	13.98
05400	- Transmission Repair Specialist	23.56
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.36
07041	- Cook I	14.47
07042	- Cook II	16.94
07070	- Dishwasher	10.29
07130	- Food Service Worker	11.20
07210	- Meat Cutter	17.59
07260	- Waiter/Waitress	11.22
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.84
09040	- Furniture Handler	12.46
09080	- Furniture Refinisher	18.16
09090	- Furniture Refinisher Helper	14.86
09110	- Furniture Repairer, Minor	17.40
09130	- Upholsterer	18.16
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.76
11060	- Elevator Operator	12.94
11090	- Gardener	19.21
11122	- Housekeeping Aide	14.04
11150	- Janitor	14.04
11210	- Laborer, Grounds Maintenance	14.40
11240	- Maid or Houseman	11.32
11260	- Pruner	13.27
11270	- Tractor Operator	18.21
11330	- Trail Maintenance Worker	14.40
11360	- Window Cleaner	16.17
12000	- Health Occupations	
12010	- Ambulance Driver	17.85
12011	- Breath Alcohol Technician	17.85
12012	- Certified Occupational Therapist Assistant	32.51
12015	- Certified Physical Therapist Assistant	30.58
12020	- Dental Assistant	17.27
12025	- Dental Hygienist	45.16
12030	- EKG Technician	27.58

12035 - Electroneurodiagnostic Technologist	27.58
12040 - Emergency Medical Technician	17.85
12071 - Licensed Practical Nurse I	18.94
12072 - Licensed Practical Nurse II	21.18
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.26
12130 - Medical Laboratory Technician	20.05
12160 - Medical Record Clerk	18.32
12190 - Medical Record Technician	20.49
12195 - Medical Transcriptionist	21.88
12210 - Nuclear Medicine Technologist	47.96
12221 - Nursing Assistant I	12.33
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.13
12224 - Nursing Assistant IV	16.97
12235 - Optical Dispenser	16.88
12236 - Optical Technician	18.00
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	16.97
12305 - Radiologic Technologist	30.54
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	25.31
12320 - Substance Abuse Treatment Counselor	25.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.72
13012 - Exhibits Specialist II	26.91
13013 - Exhibits Specialist III	35.57
13041 - Illustrator I	26.08
13042 - Illustrator II	32.31
13043 - Illustrator III	39.52
13047 - Librarian	29.81
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	26.91
13058 - Library Technician	22.40
13061 - Media Specialist I	19.42
13062 - Media Specialist II	21.72
13063 - Media Specialist III	24.22
13071 - Photographer I	16.93
13072 - Photographer II	18.94
13073 - Photographer III	24.13
13074 - Photographer IV	32.91
13075 - Photographer V	39.80
13090 - Technical Order Library Clerk	15.42
13110 - Video Teleconference Technician	18.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.82
14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	28.50
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		17.82
14160	- Personal Computer Support Technician		25.73
14170	- System Support Specialist		30.46
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		34.73
15020	- Aircrew Training Devices Instructor (Rated)		42.03
15030	- Air Crew Training Devices Instructor (Pilot)		50.37
15050	- Computer Based Training Specialist / Instructor		34.73
15060	- Educational Technologist		43.97
15070	- Flight Instructor (Pilot)		50.37
15080	- Graphic Artist		22.59
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		44.88
15086	- Maintenance Test Pilot, Rotary Wing		44.88
15088	- Non-Maintenance Test/Co-Pilot		44.88
15090	- Technical Instructor		22.82
15095	- Technical Instructor/Course Developer		27.91
15110	- Test Proctor		18.42
15120	- Tutor		18.42
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		10.95
16030	- Counter Attendant		10.95
16040	- Dry Cleaner		13.21
16070	- Finisher, Flatwork, Machine		10.95
16090	- Presser, Hand		10.95
16110	- Presser, Machine, Drycleaning		10.95
16130	- Presser, Machine, Shirts		10.95
16160	- Presser, Machine, Wearing Apparel, Laundry		10.95
16190	- Sewing Machine Operator		14.17
16220	- Tailor		15.14
16250	- Washer, Machine		11.78
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		20.24
19040	- Tool And Die Maker		24.16
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		15.02
21030	- Material Coordinator		22.14
21040	- Material Expediter		22.14
21050	- Material Handling Laborer		16.24
21071	- Order Filler		14.17
21080	- Production Line Worker (Food Processing)		15.02
21110	- Shipping Packer		15.08
21130	- Shipping/Receiving Clerk		15.08
21140	- Store Worker I		11.72
21150	- Stock Clerk		16.88
21210	- Tools And Parts Attendant		15.02
21410	- Warehouse Specialist		15.02
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		33.22
23019	- Aircraft Logs and Records Technician		25.96
23021	- Aircraft Mechanic I		30.55
23022	- Aircraft Mechanic II		33.22
23023	- Aircraft Mechanic III		34.49
23040	- Aircraft Mechanic Helper		21.76
23050	- Aircraft, Painter		29.04
23060	- Aircraft Servicer		25.96
23070	- Aircraft Survival Flight Equipment Technician		29.04
23080	- Aircraft Worker		27.46
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I		27.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.55
23110 - Appliance Mechanic	22.13
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	35.29
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	25.72
23160 - Electrician, Maintenance	29.81
23181 - Electronics Technician Maintenance I	28.04
23182 - Electronics Technician Maintenance II	30.18
23183 - Electronics Technician Maintenance III	30.97
23260 - Fabric Worker	21.45
23290 - Fire Alarm System Mechanic	23.19
23310 - Fire Extinguisher Repairer	22.39
23311 - Fuel Distribution System Mechanic	32.09
23312 - Fuel Distribution System Operator	25.39
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	30.55
23381 - Ground Support Equipment Servicer	25.96
23382 - Ground Support Equipment Worker	27.46
23391 - Gunsmith I	22.39
23392 - Gunsmith II	26.33
23393 - Gunsmith III	27.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.42
23430 - Heavy Equipment Mechanic	26.93
23440 - Heavy Equipment Operator	29.68
23460 - Instrument Mechanic	28.63
23465 - Laboratory/Shelter Mechanic	28.19
23470 - Laborer	12.83
23510 - Locksmith	24.00
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	13.87
23591 - Metrology Technician I	28.63
23592 - Metrology Technician II	32.07
23593 - Metrology Technician III	33.29
23640 - Millwright	22.51
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.18
23810 - Plumber, Maintenance	23.72
23820 - Pneudraulic Systems Mechanic	27.10
23850 - Rigger	27.10
23870 - Scale Mechanic	26.33
23890 - Sheet-Metal Worker, Maintenance	25.15
23910 - Small Engine Mechanic	17.79
23931 - Telecommunications Mechanic I	26.92
23932 - Telecommunications Mechanic II	31.30
23950 - Telephone Lineman	25.88
23960 - Welder, Combination, Maintenance	19.51
23965 - Well Driller	34.09
23970 - Woodcraft Worker	27.10
23980 - Woodworker	20.52
24000 - Personal Needs Occupations	
24550 - Case Manager	15.94
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	10.73

24620 - Family Readiness And Support Services Coordinator	15.94
24630 - Homemaker	17.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.59
25040 - Sewage Plant Operator	30.54
25070 - Stationary Engineer	30.59
25190 - Ventilation Equipment Tender	21.88
25210 - Water Treatment Plant Operator	30.54
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.36
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	37.52
27010 - Court Security Officer	33.62
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	37.52
27070 - Firefighter	28.64
27101 - Guard I	13.15
27102 - Guard II	15.95
27131 - Police Officer I	39.94
27132 - Police Officer II	44.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.09
28042 - Carnival Equipment Repairer	15.46
28043 - Carnival Worker	10.43
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.86
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	19.86
28630 - Sports Official	12.86
28690 - Swimming Pool Operator	19.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.51
29020 - Hatch Tender	25.51
29030 - Line Handler	25.51
29041 - Stevedore I	23.70
29042 - Stevedore II	27.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	24.64
30022 - Archeological Technician II	27.72
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	30.51
30051 - Cryogenic Technician I	29.49
30052 - Cryogenic Technician II	31.97
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	26.14

30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	27.24
30222 - Latent Fingerprint Technician II	30.08
30240 - Mathematical Technician	33.92
30361 - Paralegal/Legal Assistant I	21.25
30362 - Paralegal/Legal Assistant II	26.32
30363 - Paralegal/Legal Assistant III	32.20
30364 - Paralegal/Legal Assistant IV	38.69
30375 - Petroleum Supply Specialist	31.97
30390 - Photo-Optics Technician	33.63
30395 - Radiation Control Technician	31.97
30461 - Technical Writer I	24.26
30462 - Technical Writer II	29.67
30463 - Technical Writer III	35.91
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	29.49
30502 - Weather Forecaster II	35.20
30620 - Weather Observer, Combined Upper Air Or	(see 2) 30.79
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 32.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	13.88
31030 - Bus Driver	20.57
31043 - Driver Courier	15.40
31260 - Parking and Lot Attendant	10.20
31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	11.90
31361 - Truckdriver, Light	16.90
31362 - Truckdriver, Medium	21.82
31363 - Truckdriver, Heavy	22.51
31364 - Truckdriver, Tractor-Trailer	22.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	12.13
99050 - Desk Clerk	12.27
99095 - Embalmer	26.65
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	14.00
99252 - Laboratory Animal Caretaker II	15.19
99260 - Marketing Analyst	26.41
99310 - Mortician	30.87
99410 - Pest Controller	16.58
99510 - Photofinishing Worker	15.19
99710 - Recycling Laborer	25.03
99711 - Recycling Specialist	31.13
99730 - Refuse Collector	21.74
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	11.21
99830 - Survey Party Chief	39.32
99831 - Surveying Aide	20.78
99832 - Surveying Technician	28.42
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	18.52
99842 - Vending Machine Repairer Helper	14.42

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

WD 15-5643 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.: 2015-5643
Director	Wage Determinations	Revision No.: 5
		Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: California

Area: California County of San Luis Obispo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.68
01012 - Accounting Clerk II		17.60
01013 - Accounting Clerk III		19.70
01020 - Administrative Assistant		25.10
01035 - Court Reporter		25.67
01041 - Customer Service Representative I		10.01
01042 - Customer Service Representative II		11.26
01043 - Customer Service Representative III		12.28
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.77
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		15.53
01090 - Duplicating Machine Operator		15.53
01111 - General Clerk I		13.48
01112 - General Clerk II		14.97
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		21.86
01141 - Messenger Courier		13.16
01191 - Order Clerk I		14.92
01192 - Order Clerk II		16.29
01261 - Personnel Assistant (Employment) I		17.00
01262 - Personnel Assistant (Employment) II		19.01
01263 - Personnel Assistant (Employment) III		21.09
01270 - Production Control Clerk		21.86
01290 - Rental Clerk		13.81
01300 - Scheduler, Maintenance		16.47
01311 - Secretary I		16.47
01312 - Secretary II		18.42
01313 - Secretary III		21.86

01320 - Service Order Dispatcher	18.21
01410 - Supply Technician	25.10
01420 - Survey Worker	18.42
01460 - Switchboard Operator/Receptionist	14.06
01531 - Travel Clerk I	13.04
01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.57
01611 - Word Processor I	14.75
01612 - Word Processor II	16.56
01613 - Word Processor III	18.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.30
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	19.03
05070 - Automotive Worker	19.03
05110 - Mobile Equipment Servicer	16.72
05130 - Motor Equipment Metal Mechanic	20.71
05160 - Motor Equipment Metal Worker	19.03
05190 - Motor Vehicle Mechanic	20.55
05220 - Motor Vehicle Mechanic Helper	15.39
05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	19.03
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	19.03
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	20.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.24
07041 - Cook I	13.54
07042 - Cook II	15.36
07070 - Dishwasher	10.01
07130 - Food Service Worker	12.06
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	13.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	13.38
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.32
09110 - Furniture Repairer, Minor	18.48
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.26
11060 - Elevator Operator	12.10
11090 - Gardener	17.17
11122 - Housekeeping Aide	13.31
11150 - Janitor	13.31
11210 - Laborer, Grounds Maintenance	13.37
11240 - Maid or Houseman	10.93
11260 - Pruner	11.91
11270 - Tractor Operator	16.18
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	14.72
12000 - Health Occupations	
12010 - Ambulance Driver	18.77
12011 - Breath Alcohol Technician	22.30
12012 - Certified Occupational Therapist Assistant	30.61
12015 - Certified Physical Therapist Assistant	26.06
12020 - Dental Assistant	19.82
12025 - Dental Hygienist	43.79
12030 - EKG Technician	29.99

12035 - Electroneurodiagnostic Technologist	29.99
12040 - Emergency Medical Technician	18.77
12071 - Licensed Practical Nurse I	20.86
12072 - Licensed Practical Nurse II	23.35
12073 - Licensed Practical Nurse III	26.02
12100 - Medical Assistant	16.62
12130 - Medical Laboratory Technician	21.90
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.22
12195 - Medical Transcriptionist	20.86
12210 - Nuclear Medicine Technologist	51.30
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.39
12235 - Optical Dispenser	20.26
12236 - Optical Technician	20.86
12250 - Pharmacy Technician	20.13
12280 - Phlebotomist	18.62
12305 - Radiologic Technologist	34.22
12311 - Registered Nurse I	27.46
12312 - Registered Nurse II	33.60
12313 - Registered Nurse II, Specialist	33.60
12314 - Registered Nurse III	43.27
12315 - Registered Nurse III, Anesthetist	43.27
12316 - Registered Nurse IV	48.72
12317 - Scheduler (Drug and Alcohol Testing)	26.97
12320 - Substance Abuse Treatment Counselor	22.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.50
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	33.04
13050 - Library Aide/Clerk	16.59
13054 - Library Information Technology Systems Administrator	29.83
13058 - Library Technician	21.69
13061 - Media Specialist I	21.53
13062 - Media Specialist II	24.09
13063 - Media Specialist III	26.84
13071 - Photographer I	21.53
13072 - Photographer II	24.09
13073 - Photographer III	29.83
13074 - Photographer IV	36.50
13075 - Photographer V	41.87
13090 - Technical Order Library Clerk	18.23
13110 - Video Teleconference Technician	23.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.11
14042 - Computer Operator II	19.98
14043 - Computer Operator III	22.28
14044 - Computer Operator IV	24.75
14045 - Computer Operator V	27.42
14071 - Computer Programmer I	(see 1) 23.62
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		17.11
14160 - Personal Computer Support Technician		24.75
14170 - System Support Specialist		29.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.02
15020 - Aircrew Training Devices Instructor (Rated)		35.11
15030 - Air Crew Training Devices Instructor (Pilot)		42.09
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		32.82
15070 - Flight Instructor (Pilot)		42.09
15080 - Graphic Artist		23.48
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.12
15086 - Maintenance Test Pilot, Rotary Wing		41.12
15088 - Non-Maintenance Test/Co-Pilot		41.12
15090 - Technical Instructor		27.82
15095 - Technical Instructor/Course Developer		34.02
15110 - Test Proctor		22.46
15120 - Tutor		22.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.49
16030 - Counter Attendant		11.49
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		11.49
16090 - Presser, Hand		11.49
16110 - Presser, Machine, Drycleaning		11.49
16130 - Presser, Machine, Shirts		11.49
16160 - Presser, Machine, Wearing Apparel, Laundry		11.49
16190 - Sewing Machine Operator		13.69
16220 - Tailor		14.24
16250 - Washer, Machine		12.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.36
19040 - Tool And Die Maker		31.89
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.97
21030 - Material Coordinator		21.47
21040 - Material Expediter		21.47
21050 - Material Handling Laborer		12.73
21071 - Order Filler		15.11
21080 - Production Line Worker (Food Processing)		15.97
21110 - Shipping Packer		16.27
21130 - Shipping/Receiving Clerk		16.27
21140 - Store Worker I		12.12
21150 - Stock Clerk		17.22
21210 - Tools And Parts Attendant		15.97
21410 - Warehouse Specialist		15.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.02
23019 - Aircraft Logs and Records Technician		26.18
23021 - Aircraft Mechanic I		29.78
23022 - Aircraft Mechanic II		31.02
23023 - Aircraft Mechanic III		32.14
23040 - Aircraft Mechanic Helper		22.56
23050 - Aircraft, Painter		28.63
23060 - Aircraft Servicer		26.18
23070 - Aircraft Survival Flight Equipment Technician		28.63
23080 - Aircraft Worker		27.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.39

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.78
23110 - Appliance Mechanic	20.33
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	28.49
23130 - Carpenter, Maintenance	27.59
23140 - Carpet Layer	26.17
23160 - Electrician, Maintenance	35.55
23181 - Electronics Technician Maintenance I	26.17
23182 - Electronics Technician Maintenance II	27.36
23183 - Electronics Technician Maintenance III	28.49
23260 - Fabric Worker	24.77
23290 - Fire Alarm System Mechanic	28.49
23310 - Fire Extinguisher Repairer	23.00
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	23.00
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	29.78
23381 - Ground Support Equipment Servicer	26.18
23382 - Ground Support Equipment Worker	27.39
23391 - Gunsmith I	23.00
23392 - Gunsmith II	26.17
23393 - Gunsmith III	28.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.51
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.53
23430 - Heavy Equipment Mechanic	27.67
23440 - Heavy Equipment Operator	37.38
23460 - Instrument Mechanic	28.49
23465 - Laboratory/Shelter Mechanic	27.36
23470 - Laborer	12.73
23510 - Locksmith	27.36
23530 - Machinery Maintenance Mechanic	26.14
23550 - Machinist, Maintenance	23.12
23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	28.49
23592 - Metrology Technician II	29.66
23593 - Metrology Technician III	30.74
23640 - Millwright	28.49
23710 - Office Appliance Repairer	26.54
23760 - Painter, Maintenance	21.82
23790 - Pipefitter, Maintenance	24.97
23810 - Plumber, Maintenance	23.98
23820 - Pneudraulic Systems Mechanic	28.49
23850 - Rigger	28.49
23870 - Scale Mechanic	26.17
23890 - Sheet-Metal Worker, Maintenance	28.49
23910 - Small Engine Mechanic	26.11
23931 - Telecommunications Mechanic I	26.36
23932 - Telecommunications Mechanic II	27.32
23950 - Telephone Lineman	32.96
23960 - Welder, Combination, Maintenance	23.27
23965 - Well Driller	26.78
23970 - Woodcraft Worker	28.49
23980 - Woodworker	23.00
24000 - Personal Needs Occupations	
24550 - Case Manager	16.99
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	12.02

24620 - Family Readiness And Support Services Coordinator	16.99
24630 - Homemaker	18.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.49
25040 - Sewage Plant Operator	29.08
25070 - Stationary Engineer	28.49
25190 - Ventilation Equipment Tender	21.17
25210 - Water Treatment Plant Operator	29.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.28
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	28.63
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	15.36
27040 - Detention Officer	28.63
27070 - Firefighter	23.21
27101 - Guard I	13.73
27102 - Guard II	15.36
27131 - Police Officer I	38.01
27132 - Police Officer II	42.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.97
28043 - Carnival Worker	10.83
28210 - Gate Attendant/Gate Tender	15.28
28310 - Lifeguard	14.66
28350 - Park Attendant (Aide)	17.09
28510 - Recreation Aide/Health Facility Attendant	12.48
28515 - Recreation Specialist	19.88
28630 - Sports Official	13.62
28690 - Swimming Pool Operator	20.66
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.17
29020 - Hatch Tender	26.17
29030 - Line Handler	26.17
29041 - Stevedore I	24.77
29042 - Stevedore II	27.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.48
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.26
30021 - Archeological Technician I	18.29
30022 - Archeological Technician II	20.46
30023 - Archeological Technician III	25.35
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	27.81
30051 - Cryogenic Technician I	22.61
30052 - Cryogenic Technician II	24.97
30061 - Drafter/CAD Operator I	18.29
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	23.27
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.50
30082 - Engineering Technician II	19.21
30083 - Engineering Technician III	21.06
30084 - Engineering Technician IV	29.71
30085 - Engineering Technician V	33.15
30086 - Engineering Technician VI	40.11
30090 - Environmental Technician	26.67
30095 - Evidence Control Specialist	20.42

30210 - Laboratory Technician	22.50
30221 - Latent Fingerprint Technician I	22.61
30222 - Latent Fingerprint Technician II	24.97
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	19.60
30362 - Paralegal/Legal Assistant II	25.03
30363 - Paralegal/Legal Assistant III	30.59
30364 - Paralegal/Legal Assistant IV	36.99
30375 - Petroleum Supply Specialist	24.97
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	24.97
30461 - Technical Writer I	24.02
30462 - Technical Writer II	29.38
30463 - Technical Writer III	35.55
30491 - Unexploded Ordnance (UXO) Technician I	25.32
30492 - Unexploded Ordnance (UXO) Technician II	30.64
30493 - Unexploded Ordnance (UXO) Technician III	36.72
30494 - Unexploded (UXO) Safety Escort	25.32
30495 - Unexploded (UXO) Sweep Personnel	25.32
30501 - Weather Forecaster I	28.07
30502 - Weather Forecaster II	34.15
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.27
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.35
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.62
31030 - Bus Driver	20.94
31043 - Driver Courier	16.49
31260 - Parking and Lot Attendant	11.63
31290 - Shuttle Bus Driver	17.91
31310 - Taxi Driver	12.48
31361 - Truckdriver, Light	17.91
31362 - Truckdriver, Medium	20.96
31363 - Truckdriver, Heavy	21.65
31364 - Truckdriver, Tractor-Trailer	21.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	11.10
99050 - Desk Clerk	11.44
99095 - Embalmer	25.32
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.85
99252 - Laboratory Animal Caretaker II	15.04
99260 - Marketing Analyst	23.96
99310 - Mortician	25.32
99410 - Pest Controller	18.64
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	22.02
99711 - Recycling Specialist	26.04
99730 - Refuse Collector	19.63
99810 - Sales Clerk	12.55
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	30.75
99831 - Surveying Aide	20.24
99832 - Surveying Technician	27.77
99840 - Vending Machine Attendant	18.82
99841 - Vending Machine Repairer	23.26
99842 - Vending Machine Repairer Helper	18.82

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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, 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

WD 15-5625 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.:	2015-5625
Director	Wage Determinations	Revision No.:	6
		Date Of Revision:	01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: California

Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.68
01012 - Accounting Clerk II		20.97
01013 - Accounting Clerk III		23.46
01020 - Administrative Assistant		30.35
01035 - Court Reporter		19.93
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.54
01043 - Customer Service Representative III		16.96
01051 - Data Entry Operator I		14.27
01052 - Data Entry Operator II		15.57
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		13.02
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		13.69
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.86
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90

01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	30.35
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	15.54
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.88
01533 - Travel Clerk III	14.63
01611 - Word Processor I	17.19
01612 - Word Processor II	19.29
01613 - Word Processor III	21.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.09
05010 - Automotive Electrician	22.68
05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	19.59
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter, Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	15.16
07042 - Cook II	17.00
07070 - Dishwasher	10.49
07130 - Food Service Worker	11.68
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	11.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	20.30
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer, Minor	17.80
09130 - Upholsterer	20.30
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	14.04
11090 - Gardener	19.21
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	11.70
11260 - Pruner	12.82
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	19.60
12011 - Breath Alcohol Technician	21.56
12012 - Certified Occupational Therapist Assistant	35.22
12015 - Certified Physical Therapist Assistant	26.44
12020 - Dental Assistant	18.44
12025 - Dental Hygienist	35.92
12030 - EKG Technician	36.29

12035 - Electroneurodiagnostic Technologist	36.29
12040 - Emergency Medical Technician	19.60
12071 - Licensed Practical Nurse I	21.20
12072 - Licensed Practical Nurse II	23.71
12073 - Licensed Practical Nurse III	26.44
12100 - Medical Assistant	17.15
12130 - Medical Laboratory Technician	22.11
12160 - Medical Record Clerk	17.71
12190 - Medical Record Technician	19.81
12195 - Medical Transcriptionist	21.22
12210 - Nuclear Medicine Technologist	48.00
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.85
12235 - Optical Dispenser	19.10
12236 - Optical Technician	20.58
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	17.17
12305 - Radiologic Technologist	29.34
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	29.38
12320 - Substance Abuse Treatment Counselor	19.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.95
13012 - Exhibits Specialist II	28.43
13013 - Exhibits Specialist III	34.78
13041 - Illustrator I	22.90
13042 - Illustrator II	28.35
13043 - Illustrator III	35.13
13047 - Librarian	31.40
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	26.17
13058 - Library Technician	22.40
13061 - Media Specialist I	19.73
13062 - Media Specialist II	22.07
13063 - Media Specialist III	24.61
13071 - Photographer I	16.73
13072 - Photographer II	20.70
13073 - Photographer III	26.61
13074 - Photographer IV	35.57
13075 - Photographer V	39.24
13090 - Technical Order Library Clerk	17.29
13110 - Video Teleconference Technician	20.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.82
14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	28.50
14071 - Computer Programmer I	(see 1) 27.07
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		17.82
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		36.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.14
15020 - Aircrew Training Devices Instructor (Rated)		42.52
15030 - Air Crew Training Devices Instructor (Pilot)		50.95
15050 - Computer Based Training Specialist / Instructor		35.14
15060 - Educational Technologist		39.63
15070 - Flight Instructor (Pilot)		50.95
15080 - Graphic Artist		24.10
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.95
15086 - Maintenance Test Pilot, Rotary Wing		50.95
15088 - Non-Maintenance Test/Co-Pilot		50.95
15090 - Technical Instructor		24.83
15095 - Technical Instructor/Course Developer		30.37
15110 - Test Proctor		20.04
15120 - Tutor		20.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.49
16030 - Counter Attendant		11.49
16040 - Dry Cleaner		13.14
16070 - Finisher, Flatwork, Machine		11.49
16090 - Presser, Hand		11.49
16110 - Presser, Machine, Drycleaning		11.49
16130 - Presser, Machine, Shirts		11.49
16160 - Presser, Machine, Wearing Apparel, Laundry		11.49
16190 - Sewing Machine Operator		13.69
16220 - Tailor		14.24
16250 - Washer, Machine		12.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.61
19040 - Tool And Die Maker		25.36
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.87
21030 - Material Coordinator		23.86
21040 - Material Expediter		23.86
21050 - Material Handling Laborer		13.02
21071 - Order Filler		13.31
21080 - Production Line Worker (Food Processing)		14.87
21110 - Shipping Packer		15.38
21130 - Shipping/Receiving Clerk		15.38
21140 - Store Worker I		12.50
21150 - Stock Clerk		17.48
21210 - Tools And Parts Attendant		14.87
21410 - Warehouse Specialist		14.87
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.87
23019 - Aircraft Logs and Records Technician		24.08
23021 - Aircraft Mechanic I		29.15
23022 - Aircraft Mechanic II		30.87
23023 - Aircraft Mechanic III		32.08
23040 - Aircraft Mechanic Helper		20.44
23050 - Aircraft, Painter		27.46
23060 - Aircraft Servicer		24.08
23070 - Aircraft Survival Flight Equipment Technician		27.46
23080 - Aircraft Worker		25.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.56

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.15
23110 - Appliance Mechanic	25.92
23120 - Bicycle Repairer	17.59
23125 - Cable Splicer	29.04
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	24.35
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	26.46
23182 - Electronics Technician Maintenance II	28.18
23183 - Electronics Technician Maintenance III	29.92
23260 - Fabric Worker	22.75
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	28.81
23312 - Fuel Distribution System Operator	22.03
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.15
23381 - Ground Support Equipment Servicer	24.08
23382 - Ground Support Equipment Worker	25.56
23391 - Gunsmith I	21.04
23392 - Gunsmith II	24.35
23393 - Gunsmith III	27.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.77
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	27.03
23440 - Heavy Equipment Operator	29.39
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	25.93
23470 - Laborer	13.40
23510 - Locksmith	24.79
23530 - Machinery Maintenance Mechanic	27.56
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	14.97
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.48
23593 - Metrology Technician III	31.67
23640 - Millwright	27.53
23710 - Office Appliance Repairer	21.32
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.42
23810 - Plumber, Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	28.79
23870 - Scale Mechanic	24.35
23890 - Sheet-Metal Worker, Maintenance	21.78
23910 - Small Engine Mechanic	22.50
23931 - Telecommunications Mechanic I	27.29
23932 - Telecommunications Mechanic II	28.90
23950 - Telephone Lineman	31.06
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	27.53
23970 - Woodcraft Worker	27.53
23980 - Woodworker	21.03
24000 - Personal Needs Occupations	
24550 - Case Manager	18.19
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	17.11
24610 - Chore Aide	11.30

24620 - Family Readiness And Support Services Coordinator	18.19
24630 - Homemaker	18.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.23
25040 - Sewage Plant Operator	31.57
25070 - Stationary Engineer	30.29
25190 - Ventilation Equipment Tender	23.18
25210 - Water Treatment Plant Operator	31.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.96
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	34.11
27010 - Court Security Officer	34.10
27030 - Detection Dog Handler	19.70
27040 - Detention Officer	34.11
27070 - Firefighter	34.19
27101 - Guard I	13.15
27102 - Guard II	19.70
27131 - Police Officer I	44.51
27132 - Police Officer II	49.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.61
28042 - Carnival Equipment Repairer	15.93
28043 - Carnival Worker	10.64
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	15.02
28350 - Park Attendant (Aide)	17.41
28510 - Recreation Aide/Health Facility Attendant	12.71
28515 - Recreation Specialist	19.44
28630 - Sports Official	13.87
28690 - Swimming Pool Operator	20.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.43
29020 - Hatch Tender	35.43
29030 - Line Handler	35.43
29041 - Stevedore I	35.31
29042 - Stevedore II	39.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	24.49
30022 - Archeological Technician II	27.39
30023 - Archeological Technician III	33.92
30030 - Cartographic Technician	34.33
30040 - Civil Engineering Technician	31.22
30051 - Cryogenic Technician I	27.57
30052 - Cryogenic Technician II	30.45
30061 - Drafter/CAD Operator I	24.49
30062 - Drafter/CAD Operator II	27.39
30063 - Drafter/CAD Operator III	30.35
30064 - Drafter/CAD Operator IV	37.58
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	27.36
30095 - Evidence Control Specialist	24.90

30210 - Laboratory Technician	24.99
30221 - Latent Fingerprint Technician I	40.97
30222 - Latent Fingerprint Technician II	45.25
30240 - Mathematical Technician	33.80
30361 - Paralegal/Legal Assistant I	21.43
30362 - Paralegal/Legal Assistant II	26.55
30363 - Paralegal/Legal Assistant III	32.48
30364 - Paralegal/Legal Assistant IV	39.30
30375 - Petroleum Supply Specialist	30.45
30390 - Photo-Optics Technician	30.73
30395 - Radiation Control Technician	30.45
30461 - Technical Writer I	29.17
30462 - Technical Writer II	35.68
30463 - Technical Writer III	43.17
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	30.33
30502 - Weather Forecaster II	36.89
30620 - Weather Observer, Combined Upper Air Or	(see 2) 27.39
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 33.32
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	12.96
31030 - Bus Driver	18.67
31043 - Driver Courier	14.77
31260 - Parking and Lot Attendant	10.31
31290 - Shuttle Bus Driver	16.10
31310 - Taxi Driver	11.24
31361 - Truckdriver, Light	16.10
31362 - Truckdriver, Medium	17.40
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	12.13
99050 - Desk Clerk	11.58
99095 - Embalmer	26.87
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	15.03
99252 - Laboratory Animal Caretaker II	16.40
99260 - Marketing Analyst	34.82
99310 - Mortician	26.87
99410 - Pest Controller	18.82
99510 - Photofinishing Worker	18.08
99710 - Recycling Laborer	23.63
99711 - Recycling Specialist	28.88
99730 - Refuse Collector	21.02
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	12.40
99830 - Survey Party Chief	27.80
99831 - Surveying Aide	16.49
99832 - Surveying Technician	22.62
99840 - Vending Machine Attendant	16.14
99841 - Vending Machine Repairer	18.63
99842 - Vending Machine Repairer Helper	16.14

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

This establishment is performing Government contract work subject to (check one)

- SERVICE CONTRACT ACT (SCA) or**
 PUBLIC CONTRACTS ACT (PCA)

MINIMUM WAGES Your rate must be no less than the Federal minimum wage established by the Fair Labor Standards Act (FLSA).

A higher rate may be required for SCA contracts if a wage determination applies. Such wage determination will be posted as an attachment to this Notice.

FRINGE BENEFITS SCA wage determinations may require fringe benefit payments (or a cash equivalent). PCA contracts do not require fringe benefits.

OVERTIME PAY You must be paid 1.5 times your basic rate of pay for all hours worked over 40 in a week. There are some exceptions.

CHILD LABOR No person under 16 years of age may be employed on a PCA contract.

SAFETY & HEALTH Work must be performed under conditions that are sanitary, and not hazardous or dangerous to employees' health and safety.

ENFORCEMENT Specific DOL agencies are responsible for the administration of these laws. To file a complaint or obtain information for: Contact the Wage and Hour Division by calling its toll-free help line at 1-866-4-USWAGE (1-866-487-9243), or visit its Web site at www.wagehour.dol.gov.

Contact the Occupational Safety and Health Administration (OSHA) by calling 1-800-321-OSHA (1-800-321-6742), or visit its Web site at www.osha.gov.



For additional information:

1-866-4-USWAGE 
(1-866-487-9243) TTY: 1-877-889-5627
U.S. Wage and Hour Division

WWW.WAGEHOUR.DOL.GOV

The purpose of the discussion below is to advise contractors which are subject to the Walsh-Healey Public Contracts Act or the Service Contract Act of the principal provisions of these acts.

Walsh-Healey Public Contracts Act

General Provisions — This act applies to contracts which exceed or may exceed \$10,000 entered into by any agency or instrumentality of the United States for the manufacture or furnishing of materials, supplies, articles, or equipment. The act establishes minimum wage, maximum hours, and safety and health standards for work on such contracts, and prohibits the employment on contract work of convict labor (unless certain conditions are met) and children under 16 years of age. The employment of homeworkers (except homeworkers with disabilities employed under the provisions of Regulations, 29 CFR Part 525) on a covered contract is not permitted.

In addition to its coverage of prime contractors, the act under certain circumstances applies to secondary contractors performing work under contracts awarded by the Government prime contractor.

All provisions of the act except the safety and health requirements are administered by the Wage and Hour Division.

Minimum Wage — Covered employees must currently be paid not less than the Federal minimum wage established in section 6(a)(1) of the Fair Labor Standards Act.

Overtime — Covered workers must be paid at least one and one-half times their basic rate of pay for all hours worked in excess of 40 a week. Overtime is due on the basis of the total hours spent in all work, Government and non-Government, performed by the employee in any week in which covered work is performed.

Child Labor — Employers may protect themselves against unintentional child labor violations by obtaining certificates of age. State employment or age certificates are acceptable.

Safety and Health — No covered work may be performed in plants, factories, buildings, or surroundings or under work conditions that are unsanitary or hazardous or dangerous to the health and safety of the employees engaged in the performance of the contract. The safety and health provisions of the Walsh-Healey Public Contracts Act are administered by the Occupational Safety and Health Administration.

Posting — During the period that covered work is being performed on a contract subject to the act, the contractor must post copies of Notice to Employees Working on Government Contracts in a sufficient number of places to permit employees to observe a copy on the way to or from their place of employment.

Responsibility for Secondary Contractors — Prime contractors are liable for violations of the act committed by their covered secondary contractors.

Service Contract Act

General Provisions — The Service Contract Act applies to every contract entered into by the United States or the District of Columbia, the principal purpose of which is to furnish services in the United States through the use of service employees. Contractors and subcontractors performing on such Federal contracts must observe minimum wage and safety and health standards, and must maintain certain records, unless a specific exemption applies.

Wages and Fringe Benefits — Every service employee performing any of the Government contract work under a service contract in excess of \$2,500 must be paid not less than the monetary wages, and must be furnished the fringe benefits, which the Secretary of Labor has determined to be prevailing in the locality for the classification in which the employee is working or the wage rates and fringe benefits (including any accrued or prospective wage rates and fringe benefits) contained in a predecessor contractor's collective bargaining agreement. The wage rates and fringe benefits required are usually specified in the contract but in no case may employees doing work necessary for the performance of the contract be paid less than the minimum wage established in section 6(a)(1) of the Fair Labor Standards Act.

Service contracts which do not exceed \$2,500 are not subject to prevailing rate determinations or to the safety and health requirements of the act. However, the act does require that employees performing work on such contracts be paid not less than the minimum wage rate established in section 6(a)(1) of the Fair Labor Standards Act.

Overtime — The Fair Labor Standards Act and the Contract Work Hours Safety Standards Act may require the payment of overtime at time and one-half the regular rate of pay for all hours work on the contract in excess of 40 a week. The Contract Work Hours Safety Standards Act is more limited in scope than the Fair Labor Standards Act and generally applies to Government contracts in excess of \$100,000 that require or involve the employment of laborers, mechanics, guards, watchmen.

Safety and Health — The act provides that no part of the services in contracts in excess of \$2,500 may be performed in buildings or surroundings or under working conditions, provided by or under the control or supervision of the contractor or subcontractor, which are unsanitary or hazardous or dangerous to the health or safety of service employees engaged to furnish the services. The safety and health provisions of the Service Contract Act are administered by the Occupational Safety and Health Administration.

Notice to Employees — On the date a service employee commences work on a contract in excess of \$2,500, the contractor (or subcontractor) must provide the employee with a notice of the compensation required by the act. The posting of the notice (including any applicable wage determination) contained on the reverse in a location where it may be seen by all employees performing on the contract will satisfy this requirement.

Notice in Subcontracts — The contractor is required to insert in all subcontracts the labor standards clauses specified by the regulations in 29 CFR Part 4 for Federal service contracts exceeding \$2,500.

Responsibility for Secondary Contractors — Prime contractors are liable for violations of the act committed by their covered secondary contractors.

Other Obligations — Observance of the labor standards of these acts does not relieve the employer of any obligation he may have under any other laws or agreements providing for higher labor standards.

Additional Information — Additional Information and copies of the acts and applicable regulations and interpretations may be obtained from the nearest office of the Wage and Hour Division or the National Office in Washington D.C. Information pertaining to safety and health standards may be obtained from the nearest office of the Occupational Safety and Health Administration or the National Office in Washington, D.C.