

1. REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT		U.S. DEPARTMENT OF LABOR	
		EMPLOYMENT STANDARDS ADMINISTRATION	
		WAGE AND HOUR DIVISION	
By direction of the Secretary of Labor		WASHINGTON, D.C. 20210	
		Wage Determination No.:	2005-2061
		Revision No.:	2
William W.Gross Director	Division of Wage Determinations	Date of Last Revision:	11/29/2006

State: California

Area: California Counties of Santa Clara, Santa Cruz

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**OCCUPATION CODE - TITLE**

**MINIMUM WAGE RATE**

**01000 - Administrative Support And Clerical Occupations**

01011 - Accounting Clerk I	15.55
01012 - Accounting Clerk II	17.52
01013 - Accounting Clerk III	20.57
01020 - Administrative Assistant	28.98
01040 - Court Reporter	20.19
01051 - Data Entry Operator I	14.53

01052 - Data Entry Operator II	15.85
01060 - Dispatcher, Motor Vehicle	20.17
01070 - Document Preparation Clerk	15.93
01090 - Duplicating Machine Operator	15.93
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	26.05
01141 - Messenger Courier	13.02
01191 - Order Clerk I	15.60
01192 - Order Clerk II	17.02
01261 - Personnel Assistant (Employment) I	17.85
01262 - Personnel Assistant (Employment) II	20.08
01263 - Personnel Assistant (Employment) III	22.74
01270 - Production Control Clerk	22.74
01280 - Receptionist	15.03

01290 - Rental Clerk	16.09
01300 - Scheduler, Maintenance	17.99
01311 - Secretary I	17.99
01312 - Secretary II	23.36
01313 - Secretary III	26.05
01320 - Service Order Dispatcher	16.09
01410 - Supply Technician	26.63
01420 - Survey Worker	16.35
01531 - Travel Clerk I	14.34
01532 - Travel Clerk II	16.14
01533 - Travel Clerk III	18.18
01611 - Word Processor I	18.07
01612 - Word Processor II	20.29
01613 - Word Processor III	22.69
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	20.83
05010 - Automotive Electrician	20.48

05040 - Automotive Glass Installer	17.86
05070 - Automotive Worker	19.56
05110 - Mobile Equipment Servicer	17.80
05130 - Motor Equipment Metal Mechanic	21.37
05160 - Motor Equipment Metal Worker	19.56
05190 - Motor Vehicle Mechanic	21.37
05220 - Motor Vehicle Mechanic Helper	16.89
05250 - Motor Vehicle Upholstery Worker	18.69
05280 - Motor Vehicle Wrecker	19.56
05310 - Painter, Automotive	20.48
05340 - Radiator Repair Specialist	19.56
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	21.37
<b>07000 - Food Preparation And Service Occupations</b>	
07010 - Baker	12.55
07041 - Cook I	13.37

07042 - Cook II 14.74

07070 - Dishwasher 10.27

07130 - Food Service Worker 10.72

07210 - Meat Cutter 17.67

07260 - Waiter/Waitress 9.68

**09000 - Furniture Maintenance And Repair Occupations**

09010 - Electrostatic Spray Painter 20.21

09040 - Furniture Handler 14.58

09080 - Furniture Refinisher 20.21

09090 - Furniture Refinisher Helper 16.64

09110 - Furniture Repairer, Minor 18.45

09130 - Upholsterer 20.21

**11000 - General Services And Support Occupations**

11030 - Cleaner, Vehicles 10.42

11060 - Elevator Operator 10.27

11090 - Gardener 17.85

11122 - Housekeeping Aide 13.67

11150 - Janitor	12.43
11210 - Laborer, Grounds Maintenance	14.48
11240 - Maid or Houseman	12.54
11260 - Pruner	13.02
11270 - Tractor Operator	16.93
11330 - Trail Maintenance Worker	14.48
11360 - Window Cleaner	13.46
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	17.26
12011 - Breath Alcohol Technician	17.26
12012 - Certified Occupational Therapist Assistant	21.31
12015 - Certified Physical Therapist Assistant	23.74
12020 - Dental Assistant	16.97
12025 - Dental Hygienist	31.03
12030 - EKG Technician	30.11
12035 - Electroneurodiagnostic Technologist	30.11

12040 - Emergency Medical Technician	17.26
12071 - Licensed Practical Nurse I	15.81
12072 - Licensed Practical Nurse II	17.73
12073 - Licensed Practical Nurse III	19.84
12100 - Medical Assistant	16.12
12130 - Medical Laboratory Technician	17.73
12160 - Medical Record Clerk	17.73
12190 - Medical Record Technician	20.40
12195 - Medical Transcriptionist	17.73
12210 - Nuclear Medicine Technologist	38.45
12221 - Nursing Assistant I	12.08
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.63
12235 - Optical Dispenser	17.74
12236 - Optical Technician	15.86
12250 - Pharmacy Technician	17.56

12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	31.06
12311 - Registered Nurse I	26.39
12312 - Registered Nurse II	32.26
12313 - Registered Nurse II, Specialist	32.26
12314 - Registered Nurse III	39.02
12315 - Registered Nurse III, Anesthetist	39.02
12316 - Registered Nurse IV	46.81
12317 - Scheduler (Drug and Alcohol Testing)	28.39
<b>13000 - Information And Arts Occupations</b>	
13011 - Exhibits Specialist I	21.72
13012 - Exhibits Specialist II	25.66
13013 - Exhibits Specialist III	31.39
13041 - Illustrator I	21.68
13042 - Illustrator II	25.66
13043 - Illustrator III	31.39

13047 - Librarian	34.08
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	25.66
13058 - Library Technician	19.80
13061 - Media Specialist I	17.94
13062 - Media Specialist II	20.07
13063 - Media Specialist III	22.39
13071 - Photographer I	18.51
13072 - Photographer II	20.71
13073 - Photographer III	25.66
13074 - Photographer IV	31.39
13075 - Photographer V	34.94
13110 - Video Teleconference Technician	17.94
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.74

14044 - Computer Operator IV	25.26
14045 - Computer Operator V	27.62
14071 - Computer Programmer I (1)	23.67
14072 - Computer Programmer II (1)	27.62
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	17.84
14160 - Personal Computer Support Technician	25.49
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.66
15020 - Aircrew Training Devices Instructor (Rated)	34.68
15030 - Air Crew Training Devices Instructor (Pilot)	38.15
15050 - Computer Based Training Specialist / Instructor	34.06

15060 - Educational Technologist	26.99
15070 - Flight Instructor (Pilot)	38.15
15080 - Graphic Artist	26.12
15090 - Technical Instructor	23.39
15095 - Technical Instructor/Course Developer	28.62
15110 - Test Proctor	22.20
15120 - Tutor	22.20
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	9.97
16030 - Counter Attendant	9.97
16040 - Dry Cleaner	13.56
16070 - Finisher, Flatwork, Machine	9.97
16090 - Presser, Hand	9.97
16110 - Presser, Machine, Drycleaning	9.97
16130 - Presser, Machine, Shirts	9.97
16160 - Presser, Machine, Wearing Apparel, Laundry	9.97
16190 - Sewing Machine Operator	14.76

16220 - Tailor 15.95

16250 - Washer, Machine 11.18

**19000 - Machine Tool Operation And Repair Occupations**

19010 - Machine-Tool Operator (Tool Room) 21.96

19040 - Tool And Die Maker 25.80

**21000 - Materials Handling And Packing Occupations**

21020 - Forklift Operator 15.40

21030 - Material Coordinator 21.30

21040 - Material Expediter 21.30

21050 - Material Handling Laborer 15.36

21071 - Order Filler 13.89

21080 - Production Line Worker (Food Processing) 15.40

21110 - Shipping Packer 15.84

21130 - Shipping/Receiving Clerk 15.84

21140 - Store Worker I 12.70

21150 - Stock Clerk 17.48

21210 - Tools And Parts Attendant 15.40

21410 - Warehouse Specialist 15.40

**23000 - Mechanics And Maintenance And Repair Occupations**

23010 - Aerospace Structural Welder 24.22

23021 - Aircraft Mechanic I 23.05

23022 - Aircraft Mechanic II 24.27

23023 - Aircraft Mechanic III 25.48

23040 - Aircraft Mechanic Helper 17.11

23050 - Aircraft, Painter 22.34

23060 - Aircraft Servicer 19.26

23080 - Aircraft Worker 20.43

23110 - Appliance Mechanic 21.37

23120 - Bicycle Repairer 15.44

23125 - Cable Splicer 24.14

23130 - Carpenter, Maintenance 22.77

23140 - Carpet Layer 22.47

23160 - Electrician, Maintenance 32.30

23181 - Electronics Technician Maintenance I	20.46
23182 - Electronics Technician Maintenance II	24.70
23183 - Electronics Technician Maintenance III	26.61
23260 - Fabric Worker	20.27
23290 - Fire Alarm System Mechanic	24.14
23310 - Fire Extinguisher Repairer	18.95
23311 - Fuel Distribution System Mechanic	24.66
23312 - Fuel Distribution System Operator	19.34
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	23.05
23381 - Ground Support Equipment Servicer	19.26
23382 - Ground Support Equipment Worker	20.43
23391 - Gunsmith I	18.69
23392 - Gunsmith II	21.21
23393 - Gunsmith III	23.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.41

23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	26.70
23430 - Heavy Equipment Mechanic	24.32
23440 - Heavy Equipment Operator	28.61
23460 - Instrument Mechanic	23.64
23465 - Laboratory/Shelter Mechanic	22.42
23470 - Laborer	14.73
23510 - Locksmith	24.35
23530 - Machinery Maintenance Mechanic	24.25
23550 - Machinist, Maintenance	25.67
23580 - Maintenance Trades Helper	17.26
23591 - Metrology Technician I	23.64
23592 - Metrology Technician II	24.84
23593 - Metrology Technician III	27.22
23640 - Millwright	24.42
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	20.21

23790 - Pipefitter, Maintenance	28.76
23810 - Plumber, Maintenance	27.53
23820 - Pneudraulic Systems Mechanic	24.14
23850 - Rigger	23.64
23870 - Scale Mechanic	21.58
23890 - Sheet-Metal Worker, Maintenance	26.27
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	24.14
23932 - Telecommunications Mechanic II	25.37
23950 - Telephone Lineman	24.78
23960 - Welder, Combination, Maintenance	21.10
23965 - Well Driller	24.14
23970 - Woodcraft Worker	24.14
23980 - Woodworker	17.58
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	10.29
24580 - Child Care Center Clerk	11.65

24610 - Chore Aide 10.74

24620 - Family Readiness And Support Services Coordinator 16.31

24630 - Homemaker 13.41

**25000 - Plant And System Operations Occupations**

25010 - Boiler Tender 30.76

25040 - Sewage Plant Operator 24.35

25070 - Stationary Engineer 31.81

25190 - Ventilation Equipment Tender 21.87

25210 - Water Treatment Plant Operator 24.35

**27000 - Protective Service Occupations**

27004 - Alarm Monitor 14.73

27007 - Baggage Inspector 12.38

27008 - Corrections Officer 29.43

27010 - Court Security Officer 32.10

27030 - Detection Dog Handler 15.23

27040 - Detention Officer 29.43

27070 - Firefighter 29.02

27101 - Guard I 12.38

27102 - Guard II 15.39

27131 - Police Officer I 38.75

27132 - Police Officer II 43.05

**28000 - Recreation Occupations**

28041 - Carnival Equipment Operator 13.09

28042 - Carnival Equipment Repairer 13.81

28043 - Carnival Equipment Worker 10.58

28210 - Gate Attendant/Gate Tender 13.88

28310 - Lifeguard 9.79

28350 - Park Attendant (Aide) 12.45

28510 - Recreation Aide/Health Facility Attendant 11.34

28515 - Recreation Specialist 14.04

28630 - Sports Official 9.79

28690 - Swimming Pool Operator 17.39

**29000 - Stevedoring/Longshoremen Occupational Services**

29010 - Blocker And Bracer	20.60
29020 - Hatch Tender	18.94
29030 - Line Handler	18.94
29041 - Stevedore I	19.99
29042 - Stevedore II	21.78
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	37.03
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.54
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	28.12
30021 - Archeological Technician I	15.06
30022 - Archeological Technician II	17.74
30023 - Archeological Technician III	22.19
30030 - Cartographic Technician	24.65
30040 - Civil Engineering Technician	24.65
30061 - Drafter/CAD Operator I	20.87
30062 - Drafter/CAD Operator II	23.91

30063 - Drafter/CAD Operator III	26.67
30064 - Drafter/CAD Operator IV	28.91
30081 - Engineering Technician I	16.90
30082 - Engineering Technician II	18.97
30083 - Engineering Technician III	21.21
30084 - Engineering Technician IV	26.28
30085 - Engineering Technician V	32.14
30086 - Engineering Technician VI	37.98
30090 - Environmental Technician	25.55
30210 - Laboratory Technician	21.91
30240 - Mathematical Technician	26.28
30361 - Paralegal/Legal Assistant I	20.71
30362 - Paralegal/Legal Assistant II	25.66
30363 - Paralegal/Legal Assistant III	31.39
30364 - Paralegal/Legal Assistant IV	37.98
30390 - Photo-Optics Technician	27.27
30461 - Technical Writer I	25.38

30462 - Technical Writer II	31.05
30463 - Technical Writer III	37.57
30491 - Unexploded Ordnance (UXO) Technician I	23.54
30492 - Unexploded Ordnance (UXO) Technician II	28.48
30493 - Unexploded Ordnance (UXO) Technician III	34.13
30494 - Unexploded (UXO) Safety Escort	13.54
30495 - Unexploded (UXO) Sweep Personnel	23.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	21.29
30621 - Weather Observer, Senior (3)	23.63
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	10.28
31030 - Bus Driver	14.29
31043 - Driver Courier	13.02
31260 - Parking and Lot Attendant	9.49
31290 - Shuttle Bus Driver	13.54
31310 - Taxi Driver	11.70

31361 - Truckdriver, Light 13.54

31362 - Truckdriver, Medium 14.23

31363 - Truckdriver, Heavy 20.16

31364 - Truckdriver, Tractor-Trailer 20.16

**99000 - Miscellaneous Occupations**

99030 - Cashier 9.87

99050 - Desk Clerk 10.27

99095 - Embalmer 23.54

99251 - Laboratory Animal Caretaker I 10.41

99252 - Laboratory Animal Caretaker II 11.27

99310 - Mortician 23.88

99410 - Pest Controller 16.06

99510 - Photofinishing Worker 9.89

99710 - Recycling Laborer 13.96

99711 - Recycling Specialist 16.76

99730 - Refuse Collector 12.55

99810 - Sales Clerk 9.89

99820 - School Crossing Guard	11.78
99830 - Survey Party Chief	17.85
99831 - Surveying Aide	8.97
99832 - Surveying Technician	11.32
99840 - Vending Machine Attendant	13.62
99841 - Vending Machine Repairer	15.81
99842 - Vending Machine Repairer Helper	13.62

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between

6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at or through the Wage Determinations On-Line (WDOL) Web site at .

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are

determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.