ATTACHMENT #3

WAGE DETERMINATION NO: **94-2043** REV (20) AREA: CA,BAKERSFIELD
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MCU WITH DOL
| WASHINGTON D.C. 20210

| Wage Determination No.: 1994-2043
William W.Gross Division of | Revision No.: 20
Director Wage Determinations | Date Of Last Revision: 05/29/2002

State: **California**
Area: **California** County of **Kern**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.32
Accounting Clerk II	12.35
Accounting Clerk III	13.86
Accounting Clerk IV	17.62
Court Reporter	17.04
Dispatcher, Motor Vehicle	14.52
Document Preparation Clerk	13.14
Duplicating Machine Operator	13.14
Film/Tape Librarian	11.50
General Clerk I	8.99
General Clerk II	10.11
General Clerk III	14.75
General Clerk IV	16.57
Housing Referral Assistant	15.93
Key Entry Operator I	11.13
Key Entry Operator II	13.63
Messenger (Courier)	10.04
Order Clerk I	11.78
Order Clerk II	12.28
Personnel Assistant (Employment) I	10.84
Personnel Assistant (Employment) II	12.17
Personnel Assistant (Employment) III	15.04
Personnel Assistant (Employment) IV	15.55
Production Control Clerk	15.16
Rental Clerk	12.27
Scheduler, Maintenance	12.46
Secretary I	12.46
Secretary II	15.28
Secretary III	15.93
Secretary IV	19.60
Secretary V	21.76
Service Order Dispatcher	14.64
Stenographer I	11.91
Stenographer II	13.80
Supply Technician	19.60

Survey Worker (Interviewer)	14.23
Switchboard Operator-Receptionist	9.74
Test Examiner	15.28
Test Proctor	15.28
Travel Clerk I	9.47
Travel Clerk II	9.97
Travel Clerk III	10.80
Word Processor I	12.22
Word Processor II	15.16
Word Processor III	17.03
Automatic Data Processing Occupations	
Computer Data Librarian	12.88
Computer Operator I	12.80
Computer Operator II	14.81
Computer Operator III	17.87
Computer Operator IV	20.00
Computer Operator V	22.16
Computer Programmer I (1)	15.63
Computer Programmer II (1)	18.99
Computer Programmer III (1)	21.74
Computer Programmer IV (1)	26.28
Computer Systems Analyst I (1)	16.36
Computer Systems Analyst II (1)	23.69
Computer Systems Analyst III (1)	25.85
Peripheral Equipment Operator	14.67
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.23
Automotive Glass Installer	15.90
Automotive Worker	15.90
Electrician, Automotive	16.55
Mobile Equipment Servicer	14.36
Motor Equipment Metal Mechanic	17.23
Motor Equipment Metal Worker	15.90
Motor Vehicle Mechanic	17.23
Motor Vehicle Mechanic Helper	13.30
Motor Vehicle Upholstery Worker	15.42
Motor Vehicle Wrecker	15.90
Painter, Automotive	16.54
Radiator Repair Specialist	15.90
Tire Repairer	13.87
Transmission Repair Specialist	17.23
Food Preparation and Service Occupations	
Baker	12.41
Cook I	11.20
Cook II	12.41
Dishwasher	9.15
Food Service Worker	9.15
Meat Cutter	13.45
Waiter/Waitress	8.77
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.54
Furniture Handler	12.87
Furniture Refinisher	16.54
Furniture Refinisher Helper	13.30
Furniture Repairer, Minor	15.21
Upholsterer	16.54
General Services and Support Occupations	
Cleaner, Vehicles	7.96
Elevator Operator	10.42
Gardener	9.74

House Keeping Aid I	7.96
House Keeping Aid II	9.82
Janitor	9.64
Laborer, Grounds Maintenance	9.33
Maid or Houseman	7.14
Pest Controller	12.14
Refuse Collector	11.93
Tractor Operator	11.06
Window Cleaner	10.63
Health Occupations	
Dental Assistant	13.05
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.63
Licensed Practical Nurse I	12.63
Licensed Practical Nurse II	14.19
Licensed Practical Nurse III	15.88
Medical Assistant	10.39
Medical Laboratory Technician	12.59
Medical Record Clerk	10.89
Medical Record Technician	13.12
Nursing Assistant I	7.48
Nursing Assistant II	8.40
Nursing Assistant III	9.16
Nursing Assistant IV	10.30
Pharmacy Technician	13.37
Phlebotomist	14.19
Registered Nurse I	17.51
Registered Nurse II	21.44
Registered Nurse II, Specialist	21.44
Registered Nurse III	25.93
Registered Nurse III, Anesthetist	25.93
Registered Nurse IV	30.83
Information and Arts Occupations	
Audiovisual Librarian	20.01
Exhibits Specialist I	17.88
Exhibits Specialist II	21.28
Exhibits Specialist III	26.31
Illustrator I	15.55
Illustrator II	18.55
Illustrator III	22.87
Librarian	20.64
Library Technician	12.33
Photographer I	12.90
Photographer II	15.38
Photographer III	18.66
Photographer IV	22.83
Photographer V	28.08
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.87
Counter Attendant	7.87
Dry Cleaner	8.31
Finisher, Flatwork, Machine	7.87
Presser, Hand	7.87
Presser, Machine, Drycleaning	7.87
Presser, Machine, Shirts	7.87
Presser, Machine, Wearing Apparel, Laundry	7.87
Sewing Machine Operator	9.18
Tailor	9.73
Washer, Machine	8.33
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.03

Tool and Die Maker	24.06
Material Handling and Packing Occupations	
Forklift Operator	11.77
Fuel Distribution System Operator	16.69
Material Coordinator	13.96
Material Expediter	13.96
Material Handling Laborer	10.38
Order Filler	12.17
Production Line Worker (Food Processing)	12.32
Shipping Packer	12.47
Shipping/Receiving Clerk	12.47
Stock Clerk (Shelf Stocker; Store Worker II)	11.70
Store Worker I	9.38
Tools and Parts Attendant	12.30
Warehouse Specialist	12.30
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.02
Aircraft Mechanic Helper	15.73
Aircraft Quality Control Inspector	21.22
Aircraft Servicer	18.00
Aircraft Worker	18.80
Appliance Mechanic	16.54
Bicycle Repairer	13.87
Cable Splicer	19.82
Carpenter, Maintenance	17.72
Carpet Layer	15.90
Electrician, Maintenance	20.15
Electronics Technician, Maintenance I	17.97
Electronics Technician, Maintenance II	19.88
Electronics Technician, Maintenance III	21.45
Fabric Worker	16.01
Fire Alarm System Mechanic	19.04
Fire Extinguisher Repairer	15.00
Fuel Distribution System Mechanic	19.81
General Maintenance Worker	17.02
Heating, Refrigeration and Air Conditioning Mechanic	19.04
Heavy Equipment Mechanic	18.95
Heavy Equipment Operator	22.11
Instrument Mechanic	19.29
Laborer	11.28
Locksmith	16.54
Machinery Maintenance Mechanic	20.33
Machinist, Maintenance	18.42
Maintenance Trades Helper	13.30
Millwright	18.70
Office Appliance Repairer	18.03
Painter, Aircraft	16.54
Painter, Maintenance	16.54
Pipefitter, Maintenance	17.23
Plumber, Maintenance	16.54
Pneudraulic Systems Mechanic	19.04
Rigger	22.39
Scale Mechanic	17.02
Sheet-Metal Worker, Maintenance	17.23
Small Engine Mechanic	15.90
Telecommunication Mechanic I	21.77
Telecommunication Mechanic II	23.71
Telephone Lineman	21.77
Welder, Combination, Maintenance	17.23
Well Driller	19.04

Woodcraft Worker	19.04
Woodworker	15.44
Miscellaneous Occupations	
Animal Caretaker	9.15
Carnival Equipment Operator	13.24
Carnival Equipment Repairer	14.27
Carnival Worker	8.73
Cashier	8.17
Desk Clerk	8.44
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
Recreation Specialist	12.32
Recycling Worker	15.58
Sales Clerk	9.10
School Crossing Guard (Crosswalk Attendant)	8.09
Sport Official	9.42
Survey Party Chief (Chief of Party)	14.51
Surveying Aide	9.63
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.19
Swimming Pool Operator	12.72
Vending Machine Attendant	10.95
Vending Machine Repairer	13.72
Vending Machine Repairer Helper	11.80
Personal Needs Occupations	
Child Care Attendant	8.76
Child Care Center Clerk	13.61
Chore Aid	8.04
Homemaker	14.56
Plant and System Operation Occupations	
Boiler Tender	19.81
Sewage Plant Operator	20.07
Stationary Engineer	23.75
Ventilation Equipment Tender	13.99
Water Treatment Plant Operator	20.07
Protective Service Occupations	
Alarm Monitor	12.80
Corrections Officer	22.51
Court Security Officer	24.02
Detention Officer	24.02
Firefighter	24.02
Guard I	9.80
Guard II	10.70
Police Officer	25.52
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.62
Hatch Tender	16.62
Line Handler	16.62
Stevedore I	14.08
Stevedore II	17.61
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.85
Archeological Technician II	16.61
Archeological Technician III	20.56
Cartographic Technician	26.30

Civil Engineering Technician	21.90
Computer Based Training (CBT) Specialist/ Instructor	16.36
Drafter I	14.51
Drafter II	17.30
Drafter III	24.04
Drafter IV	24.84
Engineering Technician I	11.33
Engineering Technician II	13.52
Engineering Technician III	18.79
Engineering Technician IV	19.89
Engineering Technician V	28.14
Engineering Technician VI	29.43
Environmental Technician	16.63
Flight Simulator/Instructor (Pilot)	23.69
Graphic Artist	13.19
Instructor	16.36
Laboratory Technician	15.59
Mathematical Technician	19.88
Paralegal/Legal Assistant I	15.00
Paralegal/Legal Assistant II	19.07
Paralegal/Legal Assistant III	23.33
Paralegal/Legal Assistant IV	28.21
Photooptics Technician	21.82
Technical Writer	25.67
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	15.49
Weather Observer, Senior (3)	17.22
Weather Observer, Upper Air (3)	15.49
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.77
Parking and Lot Attendant	6.73
Shuttle Bus Driver	11.20
Taxi Driver	10.48
Truckdriver, Heavy Truck	15.07
Truckdriver, Light Truck	11.20
Truckdriver, Medium Truck	14.81
Truckdriver, Tractor-Trailer	15.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month
VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a 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 Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi 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, o 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.

rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.
3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).
HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery
A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i 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 adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifica designated by the agency for ordance, explosives, and incendiary material differenti
** UNIFORM ALLOWANCE **
If employees are required to wear uniforms in the performance of this contract (eith the terms of the Government contract, by the employer, by the state or local law, et the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor w accept payment in accordance with the following standards as compliance:
The contractor or subcontractor is required to furnish all employees with an adequat 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 responsib of the employee, all contractors and subcontractors subject to this wage determinati 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 c reimburse all employees for such cleaning and maintenance at a rate of $3.35 per wee $.67 cents per day). However, in those instances where the uniforms furnished are m "wash and wear" materials, may be routinely washed and dried with other personal gar and do not require any special treatment such as dry cleaning, daily washing, or com laundering in order to meet the cleanliness or appearance standards set by the terms Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:
The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication ma obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 Copies of specific job descriptions may also be obtained from the appropriate contra officer.
REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}
Conformance Process:
The contracting officer shall require that any class of service employee which is no 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), classified by the contractor so as to provide a reasonable relationship (i.e., appro level of skill comparison) between such unlisted classifications and the classificat listed in the wage determination. Such conformed classes of employees shall be paid 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 wo such unlisted class(es) of employees. The conformed classification, wage rate, and/ fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separa 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 occupa and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order p classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), incl information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later tha 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 action, together with the agency's recommendations and pertinent information includi position of the contractor and the employees, to the Wage and Hour Division, Employm Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disa the action via transmittal to the agency contracting officer, or notifies the contra 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 Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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