

05-2051 CA,OAKLAND

WAGE DETERMINATION NO: 05-2051 REV (02) AREA: CA,OAKLAND

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2052

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2051
Revision No.: 2
Date Of Revision: 11/29/2006

State: California

Area: California Counties of Alameda, Contra Costa

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	21.27
01051 - Data Entry Operator I	14.53
01052 - Data Entry Operator II	15.85
01060 - Dispatcher, Motor Vehicle	22.96
01070 - Document Preparation Clerk	15.37
01090 - Duplicating Machine Operator	15.37
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.97
01120 - Housing Referral Assistant	26.05
01141 - Messenger Courier	12.84
01191 - Order Clerk I	15.60
01192 - Order Clerk II	17.02
01261 - Personnel Assistant (Employment) I	18.11
01262 - Personnel Assistant (Employment) II	20.10
01263 - Personnel Assistant (Employment) III	22.74
01270 - Production Control Clerk	22.74
01280 - Receptionist	15.03
01290 - Rental Clerk	18.47
01300 - Scheduler, Maintenance	19.31
01311 - Secretary I	19.31
01312 - Secretary II	23.36
01313 - Secretary III	26.05
01320 - Service Order Dispatcher	19.11
01410 - Supply Technician	26.63
01420 - Survey Worker	19.88
01531 - Travel Clerk I	14.34
01532 - Travel Clerk II	16.14
01533 - Travel Clerk III	17.88
01611 - Word Processor I	18.07
01612 - Word Processor II	20.29
01613 - Word Processor III	22.69

05000 - Automotive Service Occupations	23.26
05005 - Automobile Body Repairer, Fiberglass	24.95
05010 - Automotive Electrician	21.76
05040 - Automotive Glass Installer	24.96
05070 - Automotive Worker	21.71
05110 - Mobile Equipment Servicer	26.06
05130 - Motor Equipment Metal Mechanic	23.84
05160 - Motor Equipment Metal Worker	26.07
05190 - Motor Vehicle Mechanic	20.54
05220 - Motor Vehicle Mechanic Helper	22.78
05250 - Motor Vehicle Upholstery Worker	23.84
05280 - Motor Vehicle Wrecker	24.96
05310 - Painter, Automotive	23.84
05340 - Radiator Repair Specialist	17.31
05370 - Tire Repairer	26.07
05400 - Transmission Repair Specialist	
07000 - Food Preparation And Service Occupations	15.83
07010 - Baker	14.96
07041 - Cook I	16.46
07042 - Cook II	11.28
07070 - Dishwasher	10.79
07130 - Food Service Worker	16.36
07210 - Meat Cutter	11.39
07260 - Waiter/Waitress	
09000 - Furniture Maintenance And Repair Occupations	21.13
09010 - Electrostatic Spray Painter	15.26
09040 - Furniture Handler	21.13
09080 - Furniture Refinisher	17.41
09090 - Furniture Refinisher Helper	19.28
09110 - Furniture Repairer, Minor	21.15
09130 - Upholsterer	
1000 - General Services And Support Occupations	11.14
11030 - Cleaner, Vehicles	12.62
11060 - Elevator Operator	20.90
11090 - Gardener	14.40
11122 - Housekeeping Aide	14.89
11150 - Janitor	16.96
11210 - Laborer, Grounds Maintenance	12.80
11240 - Maid or Houseman	15.25
11260 - Pruner	20.01
11270 - Tractor Operator	16.96
11330 - Trail Maintenance Worker	15.05
11360 - Window Cleaner	
12000 - Health Occupations	17.15
12010 - Ambulance Driver	17.15
12011 - Breath Alcohol Technician	22.69
12012 - Certified Occupational Therapist Assistant	24.64
12015 - Certified Physical Therapist Assistant	18.84
12020 - Dental Assistant	42.24
12025 - Dental Hygienist	23.44
12030 - EKG Technician	23.44
12035 - Electroneurodiagnostic Technologist	17.15
12040 - Emergency Medical Technician	20.48
12071 - Licensed Practical Nurse I	22.65
12072 - Licensed Practical Nurse II	25.56
12073 - Licensed Practical Nurse III	16.50
12100 - Medical Assistant	21.41
12130 - Medical Laboratory Technician	18.61
12160 - Medical Record Clerk	20.40
12190 - Medical Record Technician	18.61
12195 - Medical Transcriptionist	33.63
12210 - Nuclear Medicine Technologist	12.08
12221 - Nursing Assistant I	13.59
12222 - Nursing Assistant II	

12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.63
12235 - Optical Dispenser	14.89
12236 - Optical Technician	13.31
12250 - Pharmacy Technician	17.95
12280 - Phlebotomist	16.07
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	30.84
12312 - Registered Nurse II	41.77
12313 - Registered Nurse II, Specialist	41.77
12314 - Registered Nurse III	50.54
12315 - Registered Nurse III, Anesthetist	50.54
12316 - Registered Nurse IV	55.65
12317 - Scheduler (Drug and Alcohol Testing)	28.39
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.04
13012 - Exhibits Specialist II	25.66
13013 - Exhibits Specialist III	31.39
13041 - Illustrator I	22.26
13042 - Illustrator II	26.72
13043 - Illustrator III	32.85
13047 - Librarian	35.64
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	25.66
13058 - Library Technician	18.44
13061 - Media Specialist I	17.94
13062 - Media Specialist II	20.07
13063 - Media Specialist III	22.39
13071 - Photographer I	19.10
13072 - Photographer II	21.04
13073 - Photographer III	25.66
13074 - Photographer IV	31.43
13075 - Photographer V	35.53
13110 - Video Teleconference Technician	17.94
14000 - Information Technology Occupations	
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
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.38
15020 - Aircrew Training Devices Instructor (Rated)	36.76
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	35.21
15060 - Educational Technologist	29.44
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	25.26
15090 - Technical Instructor	22.42
15095 - Technical Instructor/Course Developer	27.43
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
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	20.60
19010 - Machine-Tool Operator (Tool Room)	26.40
19040 - Tool And Die Maker	
21000 - Materials Handling And Packing Occupations	17.78
21020 - Forklift Operator	20.68
21030 - Material Coordinator	20.68
21040 - Material Expediter	16.69
21050 - Material Handling Laborer	12.54
21071 - Order Filler	17.78
21080 - Production Line Worker (Food Processing)	17.51
21110 - Shipping Packer	17.51
21130 - Shipping/Receiving Clerk	12.70
21140 - Store Worker I	17.48
21150 - Stock Clerk	17.78
21210 - Tools And Parts Attendant	17.78
21410 - Warehouse Specialist	
23000 - Mechanics And Maintenance And Repair Occupations	27.39
23010 - Aerospace Structural Welder	26.06
23021 - Aircraft Mechanic I	27.39
23022 - Aircraft Mechanic II	28.75
23023 - Aircraft Mechanic III	20.30
23040 - Aircraft Mechanic Helper	24.70
23050 - Aircraft, Painter	23.25
23060 - Aircraft Servicer	24.65
23080 - Aircraft Worker	24.30
23110 - Appliance Mechanic	16.15
23120 - Bicycle Repairer	24.56
23125 - Cable Splicer	23.40
23130 - Carpenter, Maintenance	24.13
23140 - Carpet Layer	33.84
23160 - Electrician, Maintenance	23.86
23181 - Electronics Technician Maintenance I	27.92
23182 - Electronics Technician Maintenance II	31.21
23183 - Electronics Technician Maintenance III	23.48
23260 - Fabric Worker	24.69
23290 - Fire Alarm System Mechanic	19.44
23310 - Fire Extinguisher Repairer	26.92
23311 - Fuel Distribution System Mechanic	21.79
23312 - Fuel Distribution System Operator	20.20
23370 - General Maintenance Worker	26.06
23380 - Ground Support Equipment Mechanic	23.25
23381 - Ground Support Equipment Servicer	24.65
23382 - Ground Support Equipment Worker	19.32
23391 - Gunsmith I	21.92
23392 - Gunsmith II	24.43
23393 - Gunsmith III	23.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
24.45	23.91
23430 - Heavy Equipment Mechanic	29.18
23440 - Heavy Equipment Operator	25.62
23460 - Instrument Mechanic	23.17
23465 - Laboratory/Shelter Mechanic	16.00
23470 - Laborer	23.20
23510 - Locksmith	

23530 - Machinery Maintenance Mechanic	24.25
23550 - Machinist, Maintenance	25.67
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	25.62
23592 - Metrology Technician II	26.92
23593 - Metrology Technician III	29.50
23640 - Millwright	29.09
23710 - Office Appliance Repairer	23.42
23760 - Painter, Maintenance	21.03
23790 - Pipefitter, Maintenance	28.47
23810 - Plumber, Maintenance	27.29
23820 - Pneudraulic Systems Mechanic	24.49
23850 - Rigger	28.40
23870 - Scale Mechanic	22.16
23890 - Sheet-Metal Worker, Maintenance	23.19
23910 - Small Engine Mechanic	20.20
23931 - Telecommunications Mechanic I	24.69
23932 - Telecommunications Mechanic II	25.73
23950 - Telephone Lineman	24.02
23960 - Welder, Combination, Maintenance	24.28
23965 - Well Driller	28.30
23970 - Woodcraft Worker	24.69
23980 - Woodworker	18.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.74
24580 - Child Care Center Clerk	13.09
24610 - Chore Aide	11.10
24620 - Family Readiness And Support Services Coordinator	14.98
24630 - Homemaker	13.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.64
25040 - Sewage Plant Operator	29.18
25070 - Stationary Engineer	31.81
25190 - Ventilation Equipment Tender	22.92
25210 - Water Treatment Plant Operator	29.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.24
27007 - Baggage Inspector	12.34
27008 - Corrections Officer	29.43
27010 - Court Security Officer	32.10
27030 - Detection Dog Handler	27.18
27040 - Detention Officer	29.43
27070 - Firefighter	29.02
27101 - Guard I	12.34
27102 - Guard II	27.18
27131 - Police Officer I	38.75
27132 - Police Officer II	43.05
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.91
28042 - Carnival Equipment Repairer	16.16
28043 - Carnival Equipment Worker	10.77
28210 - Gate Attendant/Gate Tender	13.88
28310 - Lifeguard	12.37
28350 - Park Attendant (Aide)	15.14
28510 - Recreation Aide/Health Facility Attendant	11.34
28515 - Recreation Specialist	12.10
28630 - Sports Official	12.37
28690 - Swimming Pool Operator	19.71
9000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.34
29020 - Hatch Tender	21.88
29030 - Line Handler	21.88
29041 - Stevedore I	21.59
29042 - Stevedore II	23.62

30000 - Technical Occupations	
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	20.12
30022 - Archeological Technician II	22.53
30023 - Archeological Technician III	29.62
30030 - Cartographic Technician	31.38
30040 - Civil Engineering Technician	26.00
30061 - Drafter/CAD Operator I	23.68
30062 - Drafter/CAD Operator II	24.53
30063 - Drafter/CAD Operator III	26.67
30064 - Drafter/CAD Operator IV	32.81
30081 - Engineering Technician I - G5-3	16.50
30082 - Engineering Technician II - G5-4	18.97
30083 - Engineering Technician III - G55	21.21
30084 - Engineering Technician IV - G57	26.28
30085 - Engineering Technician V - G59	32.14
30086 - Engineering Technician VI - G511	37.98
30090 - Environmental Technician	27.14
30210 - Laboratory Technician - G5-6	23.27
30240 - Mathematical Technician	27.79
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	30.57
30461 - Technical Writer I	22.58
30462 - Technical Writer II	27.92
30463 - Technical Writer III	33.42
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	23.54
30495 - Unexploded (UXO) Sweep Personnel	23.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	19.00
30621 - Weather Observer, Senior (3)	21.11
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	14.41
31030 - Bus Driver	20.03
31043 - Driver Courier	13.81
31260 - Parking and Lot Attendant	10.55
31290 - Shuttle Bus Driver	14.96
31310 - Taxi Driver	12.44
31361 - Truckdriver, Light	14.96
31362 - Truckdriver, Medium	19.02
31363 - Truckdriver, Heavy	20.70
31364 - Truckdriver, Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99030 - Cashier	12.06
99050 - Desk Clerk	10.55
99095 - Embalmer	23.54
99251 - Laboratory Animal Caretaker I	13.11
99252 - Laboratory Animal Caretaker II	14.20
99310 - Mortician	23.54
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	11.99
99710 - Recycling Laborer	20.56
99711 - Recycling Specialist	22.87
99730 - Refuse Collector	18.49
99810 - Sales Clerk	11.99
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	30.57
99831 - Surveying Aide	18.62

99832 - Surveying Technician	27.10
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.22
99842 - Vending Machine Repairer Helper	16.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ~~\$3.01~~ ^{\$3.16} per hour or ~~\$120.40~~ ^{\$126.40} per week or ~~\$521.73~~ ^{\$547.73} per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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: 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 4174)

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

() 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.

() 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 link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each

proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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