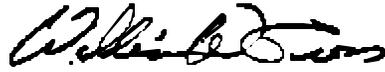


Service Contract Wage Determination for RFP No. IX-00-03 Inland Empire

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION



William W. Gross

Division of

Wage Determination No.: 1994-2053

Revision No.: 16

Date of Last Revision: 09/13/2000

State: California

Area: California Counties of Riverside, San Bernardino

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.32
Accounting Clerk 11	10.17
Accounting Clerk III	11.62
Accounting Clerk IV	13.35
Court Reporter	12.90
Dispatcher, Motor Vehicle	12.90
Document Preparation Clerk	10.90
Duplicating Machine Operator	10.90
Film/Tape Librarian	10.69
General Clerk I	7.87
General Clerk 11	8.84
General Clerk III	10.90
General Clerk IV	12.01
Housing Referral Assistant	14.59
Key Entry Operator I	9.55
Key Entry Operator 11	10.87
Messenger (Courier)	7.87
Order Clerk I	8.78
Order Clerk 11	10.97
Personnel Assistant (Employment) I	11.54
Personnel Assistant (Employment) 11	12.97
Personnel- Assistant (Employment) III	13.30
Personnel Assistant (Employment) IV	14.94
Production Control Clerk	14.59
Rental Clerk	10.67
Scheduler, Maintenance	10.67
Secretary I	10.67
Secretary 11	12.90
Secretary III	14.59
Secretary IV	16.51

Stenographer 11	10.67
Supply Technician	16.51
Survey Worker (interviewer)	12.90
Switchboard Operator-Receptionist Test	8.71
Examiner	12.85
Test Proctor	12.85
Travel Clerk I	9.15
Travel Clerk 11	9.71
Travel Clerk III	10.30
Word Processor I	10.60
Word Processor 11	13.40
Automatic Data Processing Occupations	
Computer Data Librarian	11.16
Computer Operator I	11.16
Computer Operator 11	13.00
Computer Operator III	15.61
Computer Operator IV	17.34
Computer Operator V	18.08
Computer Programmer 1 (1)	12.84
Computer Programmer 11 (1)	15.90
Computer Programmer 111 (1)	20.18
Computer Programmer IV (1)	24.43
Computer Systems Analyst 1 (1) Computer	20.54
Systems Analyst 11 (1) Computer Systems	24.68
Analyst 111 (1) Peripheral Equipment Operator	26.99
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.20
Automotive Glass Installer	15.86
Automotive Worker	15.86
Electrician, Automotive	16.51
Mobile Equipment Servicer	14.47
Motor Equipment Metal Mechanic Motor	17.20
Equipment Metal Worker	15.86
Motor Vehicle Mechanic	17.35
Motor Vehicle Mechanic Helper	13.43
Motor Vehicle Upholstery Worker Motor	15.20
Vehicle Wrecker	15.86
Painter, Automotive	16.54
Radiator Repair Specialist	15.86
	13.98
Food Preparation and Service Occupations	
Baker	14.36
Cook I	13.10

Cook 11	14.36
Dishwasher	9.22
Food Service Worker	9.22
Meat Cutter	14.36
Waiter/Waitress	10.26
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.51
Furniture Handier	11.33
Furniture Refinisher	16.51
Furniture Refinisher Helper	13.43
Furniture Repairer, Minor	15.20
	16.51
General Services and Support Occupations	
Cleaner, Vehicles	9.22
Elevator Operator	9.22
Gardener	13.10
House Keeping Aid I	8.18
House Keeping Aid 11	9.22
Janitor	9.22
Laborer, Grounds Maintenance	10.26
Maid or Houseman	8.18
Pest Controller	13.78
Refuse Collector	9.22
Tractor Operator	.12.16
Health Occupations	
Dental Assistant	10.92
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.90
Licensed Practical Nurse I	11.55
Licensed Practical Nurse 11	12.97
Licensed Practical Nurse III	13.47
Medical Assistant	9.76
Medical Laboratory Technician	9.76
Medical Record Clerk	9.76
Medical Record Technician	13.53
Nursing Assistant I	6.79
Nursing Assistant 11	7.64
Nursing Assistant III	8.33
Nursing Assistant IV	9.37
Pharmacy Technician	12.17
Phlebotomist	9.76
Registered Nurse I	17.42
Registered Nurse 11	19.99
Registered Nurse 11, Specialist	21.51

Registered Nurse N	29.45
Information and Arts occupations	
Audiovisual Librarian	16.51
Exhibits Specialist I	17.01
Exhibits Specialist 11	21.94
Exhibits Specialist III	27.20
Illustrator I	17.01
Illustrator 11	21.20
Illustrator III	27.20
Librarian	19.46
Library Technician	12.90
Photographer I	13.19
Photographer 11	17.01
Photographer III	21.94
Photographer IV	27.20
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.69
Counter Attendant	6.69
Dry Cleaner	8.76
Finisher, Flatwork, Machine	6.69
Presser, Hand	6.69
Presser, Machine, Drycleaning	6.69
Presser, Machine, Shirts	6.69
Presser, Machine, Wearing Apparel, Laundry	6.69
Sewing Machine Operator	9.46
Tailor	10.16
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.51
Tool and Die Maker	18.63
Material Handling and Packing Occupations	
Forklift Operator	14.58
Fuel Distribution System Operator	14.47
Material Coordinator	15.63
Material Expediter	15.63
Material Handling Laborer	14.12
Order Filler	14.17
Production Line Worker (Food Processing)	13.81
Shipping Packer	9.77
Shipping/Receiving Clerk	9.77
Stock Clerk (Shelf Stocker; Store Worker 11) Store	12.74
Worker I	9.38
Tools and Parts Attendant	13.81

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	17.20
Aircraft Mechanic Helper	13.43
Aircraft Quality Control Inspector	17.87
Aircraft Servicer	15.20
Aircraft Worker	15.86
Appliance Mechanic	16.51
Bicycle Repairer	13.98
Cable Splicer	17.20
Carpenter, Maintenance	16.51
Carpet Layer	15.86
Electrician, Maintenance	17.65
Electronics Technician, Maintenance I	18.91
Electronics Technician, Maintenance 11	19.69
Electronics Technician, Maintenance III	20.18
Fabric Worker	15.20
Fire Alarm System Mechanic	17.20
Fire Extinguisher Repairer	14.47
Fuel Distribution System Mechanic	17.20
General Maintenance Worker	13.81
Heating, Refrigeration and Air Conditioning Mechanic	17.20
Heavy Equipment Mechanic	17.20
Heavy Equipment Operator	17.20
Instrument Mechanic	17.20
Laborer	9.22
Locksmith	16.51
Machinery Maintenance Mechanic	17.20
Machinist, Maintenance	16.56
Maintenance Trades Helper	13.43
Millwright	17.20
Office Appliance Repairer	16.54
Painter, Aircraft	16.54
Painter, Maintenance	16.54
Pipefitter, Maintenance	17.20
Plumber, Maintenance	16.54
Pneudraulic Systems Mechanic	17.20
Rigger	17.20
Scale Mechanic	15.86
Sheet-Metal Worker, Maintenance	17.20
Small Engine Mechanic	15.86
Telecommunication Mechanic I	17.20
Telecommunication Mechanic 11	17.87
Telephone Lineman	17.20
	17.20

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Miscellaneous Occupations	
Animal Caretaker	11.23
Carnival Equipment Operator	12.16
Carnival Equipment Repairer	13.10
Carnival Worker	9.22
Cashier	7.99
Desk Clerk	9.78
Embalmer	16.55
Lifeguard	8.71
Mortician	16.55
Park Attendant (Aide)	10.16
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.71
Recreation Specialist	13.56
Recycling Worker	12.16
Sales Clerk	8.71
School Crossing Guard (Crosswalk Attendant)	9.22
Sport Official	8.72
Survey Party Chief (Chief of Party)	14.60
Surveying Aide	7.70
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.57
Swimming Pool Operator	14.36
Vending Machine Attendant	12.16
Vending Machine Repairer	
Vending Machine Repairer Helper	9.78
Personal Needs Occupations	12.20
Child Care Attendant	8.18
	13.56
Plant and System Operation Occupations	
Boiler Tender	17.20
Sewage Plant Operator	16.51
Stationary Engineer	17.20
Ventilation Equipment Tender	13.43
Water Treatment Plant Operator	16.51
Protective Service Occupations	
Alarm Monitor	7.11
Corrections Officer	21.82
Court Security Officer	21.82
Detention Officer	21.82
Firefighter	18.02
Guard I	6.37
Guard 11	7.11

Stevedoring/Longshoremen Occupations

Blocker and Bracer	16.29
Hatch Tender	16.29
Line Handler	16.29
Stevedore I	15.63
	16.91

Technical Occupations

Air Traffic Control Specialist, Center (2)	27.53
Air Traffic Control Specialist, Station (2)	18.98
Air Traffic Control Specialist, Terminal (2)	20.91
Archeological Technician I	15.84
Archeological Technician 11	16.44
Archeological Technician III	21.94
Cartographic Technician	21.94
Civil Engineering Technician	21.94
Computer Based Training (CBT) Specialist/ Instructor	20.54
Drafter I	12.68
Drafter 11	14.23
Drafter III	17.01
Drafter IV	21.94
Engineering Technician I	12.19
Engineering Technician 11	13.69
Engineering Technician III	15.32
Engineering Technician IV	18.97
Engineering Technician V	23.20
Engineering Technician VI	28.07
Environmental Technician	17.34
Flight Simulator/Instructor (Pilot)	24.68
Graphic Artist	20.54
Instructor	20.54
Laboratory Technician	15.61
Mathematical Technician	18.97
Paralegal/Legal Assistant I	14.16
Paralegal/Legal Assistant 11	16.51
Paralegal/Legal Assistant III	20.19
Paralegal/Legal Assistant IV	24.44
Photooptical Technician	18.97
Technical Writer	24.43
Unexploded (UXO) Safety Escort	17.49
Unexploded (UXO) Sweep Personnel	17.49
Unexploded Ordnance (UXO) Technician I	17.49
Unexploded Ordnance (UXO) Technician 11	21.71
Unexploded Ordnance (UXO) Technician III	25.37

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.50
Parking and Lot Attendant	6.39
Shuttle Bus-Driver	8.63
Taxi Driver	8.02
Truckdriver, Heavy Truck	17.48
Truckdriver, Light Truck	9.08
Truckdriver, Medium Truck	16.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5

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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

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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives 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 explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** 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

- 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

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202- 783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

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 pre-a-Fing 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).