

**UNITED STATES DISTRICT COURT**  
Northern District of California  
1301 Clay Street  
Oakland, CA 94612

**Request for Quotations**  
**Lowest Price, Technically Acceptable**

***Request for Quotation***

RFQ Number:26-Oak Refreshments

Date: August 29, 2025

Quotes Due by: 10:00 a.m. (PST), Monday, September 15, 2025

The United States District Court is seeking **Open Market Pricing** to provide jury refreshments on a need to order type structure. An award will be based on the lowest per person fixed price technically acceptable quote. The period of performance is October 1, 2025, through September 30, 2026. The court might hold up to 3 trials or more every two weeks of varying lengths. There might be periods when there are no jury trials. Each trial approximately has 6 to 12 jurors. Vendor(s) will be responsible for morning refreshments for entire 12 months. The court reserves the right to have back-up vendor(s) for the services in case of any unforeseen events. This procurement will not exceed \$24,000.

**Special Notes:**

- All items should be quoted as FOB Destination.
- Quotes should be emailed to [terri\\_jacobsen@cand.uscourts.gov](mailto:terri_jacobsen@cand.uscourts.gov) no later than 10:00 a.m. on 09/11/2025.
- Delivery person entering the courthouse will be required to show valid government identification to gain entrance.
- For this procurement, the Court requires the factors be included in the final proposal:
- Cancellation policy - the Court mandates a 24-hour cancellation policy.
- Delivery policy.
- Delivery cost if applicable.
- Price per person
- 

**Jury Refreshment requirements:**

Coffee (2.5 quarts)  
Bagel (1.2 per person)  
Pastry: Donuts  
Juice (8 oz)  
Fruit (whole)

- Each order may vary in terms of items requested. Example: Coffee but no juice, Bagel but no donuts, Coffee/Juice and fruits, Bagel/Donuts and Coffee, or everything.
- If the quote lacks the required information, then it will be rejected without further consideration.

Quotes must include the following:

Item No.	Description	Quantity	Unit	Unit Price	Price
1	Jury Refreshment:				
A	Coffee/Juice/bagel/fruit:				
B	Coffee/Bagel/ fruit (or juice)				
C	Coffee/Juice/pastries/fruit:				
D	Coffee/pastries/fruit (or juice)				
E	Full order (everything)				
	<b>Total</b>				
3	Delivery Fee if applicable Jury		Per trip		
4	Cancellation Fee if under 24 hrs if applicable		Per order		
5	Miscellaneous Fees if applicable				
6					
				<b>TOTAL</b>	<i>(contractor will fill in)</i>

\_\_\_\_\_  
Vendor's Name

\_\_\_\_\_  
Vendor's Phone Number/fax number/e-mail address

\_\_\_\_\_  
Vendor's Street Address

\_\_\_\_\_  
Vendor's City, State, and Zip Code

\_\_\_\_\_  
Signature of Person Authorized to Sign Quote

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed or Typed Name of Signatory

\_\_\_\_\_  
DUNS Number

\_\_\_\_\_  
Discount Terms or Net 30?

\_\_\_\_\_  
For the period of 10/1/2025 to 9/30/2026

\_\_\_\_\_  
Quantity Discount

## **STATEMENT OF WORK**

### **1. INTRODUCTION**

Refreshments may be offered to our juries during a trial at the expense of the Court.

### **2. PURPOSE**

All individuals reporting for jury duty may be provided light refreshments if the Court wishes.

### **3. SCOPE**

The vendor will provide refreshments based on the options listed on Special Notes.

Vendor will deliver the refreshments to inside to 1301 Clay Street, Oakland, California. Exact location will be based on which courtroom a trial is occurring.

Vendor will have ample staff to accommodate a potential heavy influx of refreshments orders or order changes. Vendor should confirm all requests within half hour to one hour time frame with the courtroom deputy who places an order.

Vendor will deliver refreshments items on time to the correct location as listed on the Court provided order form.

Vendor will deal directly with the ordering party, typically a courtroom deputy, when arranging entry to court space.

The process is that a courtroom deputy will submit a request for jury refreshments to the Procurement Unit. The Procurement Unit will issue the courtroom deputy a unique ordering number. The courtroom deputy will then directly place the order with the unique ordering number with the vendor.

Vendor will provide all cups, utensils, napkins and thermal coffee/tea carafes.

4. Please note that the Court doesn't guarantee a minimum value for this contract.

### **5. SPECIAL REQUIREMENT**

All delivery personnel must carry a valid government form of identification to enter the Ronald V. Federal Courthouse located at 1301 Clay Street, Oakland, CA, 94612

### **6. LOCATION OF PERFORMANCE**

United States District Court  
1301 Clay Street  
Oakland, California

### **7. INVOICES SHOULD BE SENT TO:**

United States District Court  
Attn: Procurement  
450 Golden Gate Ave, room 16-1120  
San Francisco, CA 94102  
Attn: Terri Jacobsen  
Terri\_Jacobsen@cand.uscourts.gov

**Terms & Conditions Attached**

## APPLICABLE JUDICIARY TERMS AND CONDITIONS

### 1. Clause B-5, Clauses Incorporated by Reference (SEP 2010)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address: <http://www.uscourts.gov/procurement.aspx>

(end)

### 2. The contractor shall comply with the clauses in this paragraph that the contracting officer has indicated as being incorporated in this contract: [*Contracting officer check as appropriate.*]

\_\_\_\_ Clause 2-35 F.o.b. Destination, Within Judiciary's Premises (JAN 2003)

\_\_\_\_ Clause 2-130 Energy Efficiency in Energy-Consuming Products (APR 2013)

\_\_\_\_ Clause 2-135 IEEE Standard for Environmental Assessment of Personal Computer Products (APR 2013)

X  Clause 3-3 Provisions, Clauses, Terms and Conditions - Small Purchases (APR 2013)

\_\_\_\_ Clause 6-85 Commercial Computer Software License (APR 2013)

\_\_\_\_ Clause 6-105 California E-Waste Fee (APR 2013)

\_\_\_\_ Clause 7-115 Availability of Funds (JAN 2003)

## SUBMISSION OF QUOTE AND EVALUATION OF OFFERS

1. The following judiciary provisions, that the contracting officer has indicated are applicable, are incorporated in this solicitation: [*Contracting officer check as appropriate.*]

\_\_\_\_ Provision B-1, Solicitation Provisions Incorporated by Reference (SEP 2010)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this address: <http://www.uscourts.gov/procurement.aspx>.

(end)

### Solicitation Provisions Incorporated by Reference

\_\_\_\_ Provision 2-100, Brand Name or Equal (APR 2013)

  X   Provision 3-135, Single or Multiple Awards (JAN 2003)

\_\_\_\_ Provision 2-85C, Evaluation of Options Exercised at Time of Contract Award (JAN 2003)

### Additional Solicitation Provisions

  X   Provision 4-1, Type of Contract (JAN 2003)

The judiciary plans to award a fixed price type of contract under this solicitation, and all offers shall be submitted on this basis. Alternate offers based on other contract types will not be considered.

(end)

  X   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.

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: California

Area: California Counties of Alameda, Contra Costa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	24.69	
01012 - Accounting Clerk II	27.71	
01013 - Accounting Clerk III	31.00	
01020 - Administrative Assistant	48.62	
01035 - Court Reporter	62.05	

01041 - Customer Service Representative I	22.14
01042 - Customer Service Representative II	24.16
01043 - Customer Service Representative III	27.12
01051 - Data Entry Operator I	23.38
01052 - Data Entry Operator II	25.51
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	20.73
01090 - Duplicating Machine Operator	20.73
01111 - General Clerk I	21.90
01112 - General Clerk II	23.89
01113 - General Clerk III	26.82
01120 - Housing Referral Assistant	31.71
01141 - Messenger Courier	23.05
01191 - Order Clerk I	22.55
01192 - Order Clerk II	24.61
01261 - Personnel Assistant (Employment) I	24.85
01262 - Personnel Assistant (Employment) II	27.79
01263 - Personnel Assistant (Employment) III	30.98
01270 - Production Control Clerk	35.73
01290 - Rental Clerk	22.10
01300 - Scheduler, Maintenance	25.43
01311 - Secretary I	25.43
01312 - Secretary II	28.45
01313 - Secretary III	31.71
01320 - Service Order Dispatcher	24.77
01410 - Supply Technician	48.62
01420 - Survey Worker	29.45
01460 - Switchboard Operator/Receptionist	23.11
01531 - Travel Clerk I	24.40
01532 - Travel Clerk II	26.57
01533 - Travel Clerk III	29.01
01611 - Word Processor I	26.14
01612 - Word Processor II	29.33
01613 - Word Processor III	32.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	31.75
05010 - Automotive Electrician	33.13
05040 - Automotive Glass Installer	31.35
05070 - Automotive Worker	31.35
05110 - Mobile Equipment Servicer	27.64
05130 - Motor Equipment Metal Mechanic	34.94
05160 - Motor Equipment Metal Worker	31.35
05190 - Motor Vehicle Mechanic	34.94
05220 - Motor Vehicle Mechanic Helper	25.54
05250 - Motor Vehicle Upholstery Worker	29.57
05280 - Motor Vehicle Wrecker	31.35
05310 - Painter, Automotive	33.13
05340 - Radiator Repair Specialist	31.35
05370 - Tire Repairer	22.14
05400 - Transmission Repair Specialist	34.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.93
07041 - Cook I	23.04
07042 - Cook II	26.13



07070 - Dishwasher	19.32
07130 - Food Service Worker	19.17
07210 - Meat Cutter	22.28
07260 - Waiter/Waitress	18.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.90
09040 - Furniture Handler	16.68***
09080 - Furniture Refinisher	26.00
09090 - Furniture Refinisher Helper	20.04
09110 - Furniture Repairer, Minor	23.20
09130 - Upholsterer	27.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	20.86
11060 - Elevator Operator	20.93
11090 - Gardener	30.13
11122 - Housekeeping Aide	20.93
11150 - Janitor	20.93
11210 - Laborer, Grounds Maintenance	23.18
11240 - Maid or Houseman	21.96
11260 - Pruner	20.86
11270 - Tractor Operator	27.85
11330 - Trail Maintenance Worker	23.18
11360 - Window Cleaner	23.26
12000 - Health Occupations	
12010 - Ambulance Driver	24.06
12011 - Breath Alcohol Technician	39.18
12012 - Certified Occupational Therapist Assistant	46.60
12015 - Certified Physical Therapist Assistant	46.74
12020 - Dental Assistant	30.33
12025 - Dental Hygienist	72.69
12030 - EKG Technician	44.07
12035 - Electroneurodiagnostic Technologist	44.07
12040 - Emergency Medical Technician	24.06
12071 - Licensed Practical Nurse I	35.02
12072 - Licensed Practical Nurse II	39.18
12073 - Licensed Practical Nurse III	43.66
12100 - Medical Assistant	28.80
12130 - Medical Laboratory Technician	39.13
12160 - Medical Record Clerk	31.45
12190 - Medical Record Technician	35.18
12195 - Medical Transcriptionist	25.94
12210 - Nuclear Medicine Technologist	87.76
12221 - Nursing Assistant I	18.84
12222 - Nursing Assistant II	21.19
12223 - Nursing Assistant III	23.13
12224 - Nursing Assistant IV	25.96
12235 - Optical Dispenser	29.43
12236 - Optical Technician	29.99
12250 - Pharmacy Technician	29.80
12280 - Phlebotomist	28.78
12305 - Radiologic Technologist	65.74
12311 - Registered Nurse I	50.96
12312 - Registered Nurse II	62.32
12313 - Registered Nurse II, Specialist	62.32

12314 - Registered Nurse III	75.40	
12315 - Registered Nurse III, Anesthetist	75.40	
12316 - Registered Nurse IV	90.40	
12317 - Scheduler (Drug and Alcohol Testing)	48.52	
12320 - Substance Abuse Treatment Counselor	32.85	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	28.00	
13012 - Exhibits Specialist II	34.16	
13013 - Exhibits Specialist III	41.78	
13041 - Illustrator I	29.13	
13042 - Illustrator II	36.07	
13043 - Illustrator III	44.14	
13047 - Librarian	47.43	
13050 - Library Aide/Clerk	30.01	
13054 - Library Information Technology Systems Administrator	42.82	
13058 - Library Technician	30.82	
13061 - Media Specialist I	30.91	
13062 - Media Specialist II	34.57	
13063 - Media Specialist III	38.53	
13071 - Photographer I	26.05	
13072 - Photographer II	29.14	
13073 - Photographer III	36.09	
13074 - Photographer IV	44.14	
13075 - Photographer V	53.40	
13090 - Technical Order Library Clerk	35.76	
13110 - Video Teleconference Technician	34.36	
14000 - Information Technology Occupations		
14041 - Computer Operator I	30.61	
14042 - Computer Operator II	34.24	
14043 - Computer Operator III	38.19	
14044 - Computer Operator IV	42.44	
14045 - Computer Operator V	46.99	
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	30.61	
14160 - Personal Computer Support Technician	42.44	
14170 - System Support Specialist	47.43	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	48.20	
15020 - Aircrew Training Devices Instructor (Rated)	58.32	
15030 - Air Crew Training Devices Instructor (Pilot)	69.92	
15050 - Computer Based Training Specialist / Instructor	48.20	
15060 - Educational Technologist	47.99	
15070 - Flight Instructor (Pilot)	69.92	
15080 - Graphic Artist	44.41	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	69.92	
15086 - Maintenance Test Pilot, Rotary Wing	69.92	
15088 - Non-Maintenance Test/Co-Pilot	69.92	

15090 - Technical Instructor	36.32	
15095 - Technical Instructor/Course Developer		44.42
15110 - Test Proctor	29.32	
15120 - Tutor	29.32	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	22.08	
16030 - Counter Attendant	22.08	
16040 - Dry Cleaner	25.23	
16070 - Finisher, Flatwork, Machine	22.08	
16090 - Presser, Hand	22.08	
16110 - Presser, Machine, Drycleaning	22.08	
16130 - Presser, Machine, Shirts	22.08	
16160 - Presser, Machine, Wearing Apparel, Laundry		22.08
16190 - Sewing Machine Operator	26.28	
16220 - Tailor	27.33	
16250 - Washer, Machine	23.14	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.96
19040 - Tool And Die Maker	39.44	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	27.53	
21030 - Material Coordinator	35.73	
21040 - Material Expediter	35.73	
21050 - Material Handling Laborer	23.18	
21071 - Order Filler	21.46	
21080 - Production Line Worker (Food Processing)		27.53
21110 - Shipping Packer	23.56	
21130 - Shipping/Receiving Clerk	23.56	
21140 - Store Worker I	21.04	
21150 - Stock Clerk	27.31	
21210 - Tools And Parts Attendant	27.53	
21410 - Warehouse Specialist	27.53	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	48.51	
23019 - Aircraft Logs and Records Technician		39.06
23021 - Aircraft Mechanic I	46.16	
23022 - Aircraft Mechanic II	48.51	
23023 - Aircraft Mechanic III	50.56	
23040 - Aircraft Mechanic Helper	33.75	
23050 - Aircraft, Painter	43.78	
23060 - Aircraft Servicer	39.06	
23070 - Aircraft Survival Flight Equipment Technician		43.78
23080 - Aircraft Worker	41.42	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		41.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		46.16
23110 - Appliance Mechanic	28.11	
23120 - Bicycle Repairer	25.04	
23125 - Cable Splicer	64.66	
23130 - Carpenter, Maintenance	38.92	
23140 - Carpet Layer	33.40	
23160 - Electrician, Maintenance	50.38	
23181 - Electronics Technician Maintenance I		39.74

23182 - Electronics Technician Maintenance II	42.02
23183 - Electronics Technician Maintenance III	44.30
23260 - Fabric Worker	37.83
23290 - Fire Alarm System Mechanic	36.67
23310 - Fire Extinguisher Repairer	35.04
23311 - Fuel Distribution System Mechanic	52.84
23312 - Fuel Distribution System Operator	41.80
23370 - General Maintenance Worker	30.52
23380 - Ground Support Equipment Mechanic	46.16
23381 - Ground Support Equipment Servicer	39.06
23382 - Ground Support Equipment Worker	41.42
23391 - Gunsmith I	35.04
23392 - Gunsmith II	39.73
23393 - Gunsmith III	44.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.78
23430 - Heavy Equipment Mechanic	44.36
23440 - Heavy Equipment Operator	56.42
23460 - Instrument Mechanic	45.53
23465 - Laboratory/Shelter Mechanic	42.01
23470 - Laborer	23.18
23510 - Locksmith	31.85
23530 - Machinery Maintenance Mechanic	41.41
23550 - Machinist, Maintenance	31.89
23580 - Maintenance Trades Helper	22.11
23591 - Metrology Technician I	45.53
23592 - Metrology Technician II	47.85
23593 - Metrology Technician III	49.87
23640 - Millwright	52.20
23710 - Office Appliance Repairer	30.30
23760 - Painter, Maintenance	30.71
23790 - Pipefitter, Maintenance	41.10
23810 - Plumber, Maintenance	38.96
23820 - Pneudraulic Systems Mechanic	44.29
23850 - Rigger	46.00
23870 - Scale Mechanic	39.73
23890 - Sheet-Metal Worker, Maintenance	47.18
23910 - Small Engine Mechanic	28.19
23931 - Telecommunications Mechanic I	41.19
23932 - Telecommunications Mechanic II	43.29
23950 - Telephone Lineman	49.79
23960 - Welder, Combination, Maintenance	30.72
23965 - Well Driller	36.77
23970 - Woodcraft Worker	44.29
23980 - Woodworker	35.04
24000 - Personal Needs Occupations	
24550 - Case Manager	27.51
24570 - Child Care Attendant	21.62
24580 - Child Care Center Clerk	26.95
24610 - Chore Aide	17.24***
24620 - Family Readiness And Support Services Coordinator	27.51

24630 - Homemaker	27.51	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	59.67	
25040 - Sewage Plant Operator	54.98	
25070 - Stationary Engineer	59.67	
25190 - Ventilation Equipment Tender	43.63	
25210 - Water Treatment Plant Operator	54.98	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	50.29	
27007 - Baggage Inspector	22.47	
27008 - Corrections Officer	48.34	
27010 - Court Security Officer	53.32	
27030 - Detection Dog Handler	30.14	
27040 - Detention Officer	48.34	
27070 - Firefighter	58.08	
27101 - Guard I	22.47	
27102 - Guard II	30.14	
27131 - Police Officer I	58.36	
27132 - Police Officer II	64.84	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	25.07	
28042 - Carnival Equipment Repairer	27.12	
28043 - Carnival Worker	18.78	
28210 - Gate Attendant/Gate Tender	25.96	
28310 - Lifeguard	19.37	
28350 - Park Attendant (Aide)	29.03	
28510 - Recreation Aide/Health Facility Attendant		21.19
28515 - Recreation Specialist	35.96	
28630 - Sports Official	23.12	
28690 - Swimming Pool Operator	30.76	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	39.53	
29020 - Hatch Tender	39.53	
29030 - Line Handler	39.53	
29041 - Stevedore I	37.27	
29042 - Stevedore II	41.78	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		57.59
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		39.72
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		43.73
30021 - Archeological Technician I	24.86	
30022 - Archeological Technician II	27.80	
30023 - Archeological Technician III	34.44	
30030 - Cartographic Technician	34.44	
30040 - Civil Engineering Technician	46.48	
30051 - Cryogenic Technician I	38.13	
30052 - Cryogenic Technician II	42.12	
30061 - Drafter/CAD Operator I	24.86	
30062 - Drafter/CAD Operator II	27.80	
30063 - Drafter/CAD Operator III	30.99	
30064 - Drafter/CAD Operator IV	38.15	
30081 - Engineering Technician I	20.77	
30082 - Engineering Technician II	23.30	
30083 - Engineering Technician III	26.07	

30084 - Engineering Technician IV	32.30	
30085 - Engineering Technician V	39.51	
30086 - Engineering Technician VI	47.80	
30090 - Environmental Technician	35.57	
30095 - Evidence Control Specialist	34.43	
30210 - Laboratory Technician	33.89	
30221 - Latent Fingerprint Technician I	45.41	
30222 - Latent Fingerprint Technician II	50.16	
30240 - Mathematical Technician	57.81	
30361 - Paralegal/Legal Assistant I	27.05	
30362 - Paralegal/Legal Assistant II	33.51	
30363 - Paralegal/Legal Assistant III	40.98	
30364 - Paralegal/Legal Assistant IV	49.58	
30375 - Petroleum Supply Specialist	42.12	
30390 - Photo-Optics Technician	35.89	
30395 - Radiation Control Technician	42.12	
30461 - Technical Writer I	42.52	
30462 - Technical Writer II	52.00	
30463 - Technical Writer III	62.91	
30491 - Unexploded Ordnance (UXO) Technician I		36.61
30492 - Unexploded Ordnance (UXO) Technician II		44.29
30493 - Unexploded Ordnance (UXO) Technician III		53.08
30494 - Unexploded (UXO) Safety Escort		36.61
30495 - Unexploded (UXO) Sweep Personnel		36.61
30501 - Weather Forecaster I	38.13	
30502 - Weather Forecaster II	46.38	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	44.29	
31020 - Bus Aide	27.47	
31030 - Bus Driver	38.19	
31043 - Driver Courier	21.91	
31260 - Parking and Lot Attendant	20.34	
31290 - Shuttle Bus Driver	23.14	
31310 - Taxi Driver	18.51	
31361 - Truckdriver, Light	23.70	
31362 - Truckdriver, Medium	25.36	
31363 - Truckdriver, Heavy	30.87	
31364 - Truckdriver, Tractor-Trailer	30.87	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	21.59	
99030 - Cashier	19.00	
99050 - Desk Clerk	21.46	
99095 - Embalmer	33.15	
99130 - Flight Follower	36.61	
99251 - Laboratory Animal Caretaker I	22.61	
99252 - Laboratory Animal Caretaker II	24.46	
99260 - Marketing Analyst	56.47	
99310 - Mortician	29.47	
99410 - Pest Controller	22.97	
99510 - Photofinishing Worker	25.27	
99710 - Recycling Laborer	38.67	

99711 - Recycling Specialist	46.45
99730 - Refuse Collector	34.80
99810 - Sales Clerk	20.43
99820 - School Crossing Guard	27.84
99830 - Survey Party Chief	45.28
99831 - Surveying Aide	27.24
99832 - Surveying Technician	39.83
99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	25.74
99842 - Vending Machine Repairer Helper	20.98

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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, 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:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: California

Area: California Counties of Alameda, Contra Costa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	24.69	
01012 - Accounting Clerk II	27.71	
01013 - Accounting Clerk III	31.00	
01020 - Administrative Assistant	48.62	
01035 - Court Reporter	62.05	

01041 - Customer Service Representative I	22.14
01042 - Customer Service Representative II	24.16
01043 - Customer Service Representative III	27.12
01051 - Data Entry Operator I	23.38
01052 - Data Entry Operator II	25.51
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	20.73
01090 - Duplicating Machine Operator	20.73
01111 - General Clerk I	21.90
01112 - General Clerk II	23.89
01113 - General Clerk III	26.82
01120 - Housing Referral Assistant	31.71
01141 - Messenger Courier	23.05
01191 - Order Clerk I	22.55
01192 - Order Clerk II	24.61
01261 - Personnel Assistant (Employment) I	24.85
01262 - Personnel Assistant (Employment) II	27.79
01263 - Personnel Assistant (Employment) III	30.98
01270 - Production Control Clerk	35.73
01290 - Rental Clerk	22.10
01300 - Scheduler, Maintenance	25.43
01311 - Secretary I	25.43
01312 - Secretary II	28.45
01313 - Secretary III	31.71
01320 - Service Order Dispatcher	24.77
01410 - Supply Technician	48.62
01420 - Survey Worker	29.45
01460 - Switchboard Operator/Receptionist	23.11
01531 - Travel Clerk I	24.40
01532 - Travel Clerk II	26.57
01533 - Travel Clerk III	29.01
01611 - Word Processor I	26.14
01612 - Word Processor II	29.33
01613 - Word Processor III	32.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	31.75
05010 - Automotive Electrician	33.13
05040 - Automotive Glass Installer	31.35
05070 - Automotive Worker	31.35
05110 - Mobile Equipment Servicer	27.64
05130 - Motor Equipment Metal Mechanic	34.94
05160 - Motor Equipment Metal Worker	31.35
05190 - Motor Vehicle Mechanic	34.94
05220 - Motor Vehicle Mechanic Helper	25.54
05250 - Motor Vehicle Upholstery Worker	29.57
05280 - Motor Vehicle Wrecker	31.35
05310 - Painter, Automotive	33.13
05340 - Radiator Repair Specialist	31.35
05370 - Tire Repairer	22.14
05400 - Transmission Repair Specialist	34.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.93
07041 - Cook I	23.04
07042 - Cook II	26.13

07070 - Dishwasher	19.32
07130 - Food Service Worker	19.17
07210 - Meat Cutter	22.28
07260 - Waiter/Waitress	18.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.90
09040 - Furniture Handler	16.68***
09080 - Furniture Refinisher	26.00
09090 - Furniture Refinisher Helper	20.04
09110 - Furniture Repairer, Minor	23.20
09130 - Upholsterer	27.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	20.86
11060 - Elevator Operator	20.93
11090 - Gardener	30.13
11122 - Housekeeping Aide	20.93
11150 - Janitor	20.93
11210 - Laborer, Grounds Maintenance	23.18
11240 - Maid or Houseman	21.96
11260 - Pruner	20.86
11270 - Tractor Operator	27.85
11330 - Trail Maintenance Worker	23.18
11360 - Window Cleaner	23.26
12000 - Health Occupations	
12010 - Ambulance Driver	24.06
12011 - Breath Alcohol Technician	39.18
12012 - Certified Occupational Therapist Assistant	46.60
12015 - Certified Physical Therapist Assistant	46.74
12020 - Dental Assistant	30.33
12025 - Dental Hygienist	72.69
12030 - EKG Technician	44.07
12035 - Electroneurodiagnostic Technologist	44.07
12040 - Emergency Medical Technician	24.06
12071 - Licensed Practical Nurse I	35.02
12072 - Licensed Practical Nurse II	39.18
12073 - Licensed Practical Nurse III	43.66
12100 - Medical Assistant	28.80
12130 - Medical Laboratory Technician	39.13
12160 - Medical Record Clerk	31.45
12190 - Medical Record Technician	35.18
12195 - Medical Transcriptionist	25.94
12210 - Nuclear Medicine Technologist	87.76
12221 - Nursing Assistant I	18.84
12222 - Nursing Assistant II	21.19
12223 - Nursing Assistant III	23.13
12224 - Nursing Assistant IV	25.96
12235 - Optical Dispenser	29.43
12236 - Optical Technician	29.99
12250 - Pharmacy Technician	29.80
12280 - Phlebotomist	28.78
12305 - Radiologic Technologist	65.74
12311 - Registered Nurse I	50.96
12312 - Registered Nurse II	62.32
12313 - Registered Nurse II, Specialist	62.32

12314 - Registered Nurse III	75.40	
12315 - Registered Nurse III, Anesthetist	75.40	
12316 - Registered Nurse IV	90.40	
12317 - Scheduler (Drug and Alcohol Testing)	48.52	
12320 - Substance Abuse Treatment Counselor	32.85	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	28.00	
13012 - Exhibits Specialist II	34.16	
13013 - Exhibits Specialist III	41.78	
13041 - Illustrator I	29.13	
13042 - Illustrator II	36.07	
13043 - Illustrator III	44.14	
13047 - Librarian	47.43	
13050 - Library Aide/Clerk	30.01	
13054 - Library Information Technology Systems Administrator	42.82	
13058 - Library Technician	30.82	
13061 - Media Specialist I	30.91	
13062 - Media Specialist II	34.57	
13063 - Media Specialist III	38.53	
13071 - Photographer I	26.05	
13072 - Photographer II	29.14	
13073 - Photographer III	36.09	
13074 - Photographer IV	44.14	
13075 - Photographer V	53.40	
13090 - Technical Order Library Clerk	35.76	
13110 - Video Teleconference Technician	34.36	
14000 - Information Technology Occupations		
14041 - Computer Operator I	30.61	
14042 - Computer Operator II	34.24	
14043 - Computer Operator III	38.19	
14044 - Computer Operator IV	42.44	
14045 - Computer Operator V	46.99	
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	30.61	
14160 - Personal Computer Support Technician	42.44	
14170 - System Support Specialist	47.43	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	48.20	
15020 - Aircrew Training Devices Instructor (Rated)	58.32	
15030 - Air Crew Training Devices Instructor (Pilot)	69.92	
15050 - Computer Based Training Specialist / Instructor	48.20	
15060 - Educational Technologist	47.99	
15070 - Flight Instructor (Pilot)	69.92	
15080 - Graphic Artist	44.41	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	69.92	
15086 - Maintenance Test Pilot, Rotary Wing	69.92	
15088 - Non-Maintenance Test/Co-Pilot	69.92	

15090 - Technical Instructor	36.32	
15095 - Technical Instructor/Course Developer		44.42
15110 - Test Proctor	29.32	
15120 - Tutor	29.32	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	22.08	
16030 - Counter Attendant	22.08	
16040 - Dry Cleaner	25.23	
16070 - Finisher, Flatwork, Machine	22.08	
16090 - Presser, Hand	22.08	
16110 - Presser, Machine, Drycleaning	22.08	
16130 - Presser, Machine, Shirts	22.08	
16160 - Presser, Machine, Wearing Apparel, Laundry		22.08
16190 - Sewing Machine Operator	26.28	
16220 - Tailor	27.33	
16250 - Washer, Machine	23.14	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.96
19040 - Tool And Die Maker	39.44	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	27.53	
21030 - Material Coordinator	35.73	
21040 - Material Expediter	35.73	
21050 - Material Handling Laborer	23.18	
21071 - Order Filler	21.46	
21080 - Production Line Worker (Food Processing)		27.53
21110 - Shipping Packer	23.56	
21130 - Shipping/Receiving Clerk	23.56	
21140 - Store Worker I	21.04	
21150 - Stock Clerk	27.31	
21210 - Tools And Parts Attendant	27.53	
21410 - Warehouse Specialist	27.53	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	48.51	
23019 - Aircraft Logs and Records Technician		39.06
23021 - Aircraft Mechanic I	46.16	
23022 - Aircraft Mechanic II	48.51	
23023 - Aircraft Mechanic III	50.56	
23040 - Aircraft Mechanic Helper	33.75	
23050 - Aircraft, Painter	43.78	
23060 - Aircraft Servicer	39.06	
23070 - Aircraft Survival Flight Equipment Technician		43.78
23080 - Aircraft Worker	41.42	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		41.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		46.16
23110 - Appliance Mechanic	28.11	
23120 - Bicycle Repairer	25.04	
23125 - Cable Splicer	64.66	
23130 - Carpenter, Maintenance	38.92	
23140 - Carpet Layer	33.40	
23160 - Electrician, Maintenance	50.38	
23181 - Electronics Technician Maintenance I		39.74



23182 - Electronics Technician Maintenance II	42.02
23183 - Electronics Technician Maintenance III	44.30
23260 - Fabric Worker	37.83
23290 - Fire Alarm System Mechanic	36.67
23310 - Fire Extinguisher Repairer	35.04
23311 - Fuel Distribution System Mechanic	52.84
23312 - Fuel Distribution System Operator	41.80
23370 - General Maintenance Worker	30.52
23380 - Ground Support Equipment Mechanic	46.16
23381 - Ground Support Equipment Servicer	39.06
23382 - Ground Support Equipment Worker	41.42
23391 - Gunsmith I	35.04
23392 - Gunsmith II	39.73
23393 - Gunsmith III	44.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.78
23430 - Heavy Equipment Mechanic	44.36
23440 - Heavy Equipment Operator	56.42
23460 - Instrument Mechanic	45.53
23465 - Laboratory/Shelter Mechanic	42.01
23470 - Laborer	23.18
23510 - Locksmith	31.85
23530 - Machinery Maintenance Mechanic	41.41
23550 - Machinist, Maintenance	31.89
23580 - Maintenance Trades Helper	22.11
23591 - Metrology Technician I	45.53
23592 - Metrology Technician II	47.85
23593 - Metrology Technician III	49.87
23640 - Millwright	52.20
23710 - Office Appliance Repairer	30.30
23760 - Painter, Maintenance	30.71
23790 - Pipefitter, Maintenance	41.10
23810 - Plumber, Maintenance	38.96
23820 - Pneudraulic Systems Mechanic	44.29
23850 - Rigger	46.00
23870 - Scale Mechanic	39.73
23890 - Sheet-Metal Worker, Maintenance	47.18
23910 - Small Engine Mechanic	28.19
23931 - Telecommunications Mechanic I	41.19
23932 - Telecommunications Mechanic II	43.29
23950 - Telephone Lineman	49.79
23960 - Welder, Combination, Maintenance	30.72
23965 - Well Driller	36.77
23970 - Woodcraft Worker	44.29
23980 - Woodworker	35.04
24000 - Personal Needs Occupations	
24550 - Case Manager	27.51
24570 - Child Care Attendant	21.62
24580 - Child Care Center Clerk	26.95
24610 - Chore Aide	17.24***
24620 - Family Readiness And Support Services Coordinator	27.51

24630 - Homemaker	27.51	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	59.67	
25040 - Sewage Plant Operator	54.98	
25070 - Stationary Engineer	59.67	
25190 - Ventilation Equipment Tender	43.63	
25210 - Water Treatment Plant Operator	54.98	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	50.29	
27007 - Baggage Inspector	22.47	
27008 - Corrections Officer	48.34	
27010 - Court Security Officer	53.32	
27030 - Detection Dog Handler	30.14	
27040 - Detention Officer	48.34	
27070 - Firefighter	58.08	
27101 - Guard I	22.47	
27102 - Guard II	30.14	
27131 - Police Officer I	58.36	
27132 - Police Officer II	64.84	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	25.07	
28042 - Carnival Equipment Repairer	27.12	
28043 - Carnival Worker	18.78	
28210 - Gate Attendant/Gate Tender	25.96	
28310 - Lifeguard	19.37	
28350 - Park Attendant (Aide)	29.03	
28510 - Recreation Aide/Health Facility Attendant		21.19
28515 - Recreation Specialist	35.96	
28630 - Sports Official	23.12	
28690 - Swimming Pool Operator	30.76	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	39.53	
29020 - Hatch Tender	39.53	
29030 - Line Handler	39.53	
29041 - Stevedore I	37.27	
29042 - Stevedore II	41.78	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		57.59
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		39.72
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		43.73
30021 - Archeological Technician I	24.86	
30022 - Archeological Technician II	27.80	
30023 - Archeological Technician III	34.44	
30030 - Cartographic Technician	34.44	
30040 - Civil Engineering Technician	46.48	
30051 - Cryogenic Technician I	38.13	
30052 - Cryogenic Technician II	42.12	
30061 - Drafter/CAD Operator I	24.86	
30062 - Drafter/CAD Operator II	27.80	
30063 - Drafter/CAD Operator III	30.99	
30064 - Drafter/CAD Operator IV	38.15	
30081 - Engineering Technician I	20.77	
30082 - Engineering Technician II	23.30	
30083 - Engineering Technician III	26.07	

30084 - Engineering Technician IV	32.30	
30085 - Engineering Technician V	39.51	
30086 - Engineering Technician VI	47.80	
30090 - Environmental Technician	35.57	
30095 - Evidence Control Specialist	34.43	
30210 - Laboratory Technician	33.89	
30221 - Latent Fingerprint Technician I	45.41	
30222 - Latent Fingerprint Technician II	50.16	
30240 - Mathematical Technician	57.81	
30361 - Paralegal/Legal Assistant I	27.05	
30362 - Paralegal/Legal Assistant II	33.51	
30363 - Paralegal/Legal Assistant III	40.98	
30364 - Paralegal/Legal Assistant IV	49.58	
30375 - Petroleum Supply Specialist	42.12	
30390 - Photo-Optics Technician	35.89	
30395 - Radiation Control Technician	42.12	
30461 - Technical Writer I	42.52	
30462 - Technical Writer II	52.00	
30463 - Technical Writer III	62.91	
30491 - Unexploded Ordnance (UXO) Technician I		36.61
30492 - Unexploded Ordnance (UXO) Technician II		44.29
30493 - Unexploded Ordnance (UXO) Technician III		53.08
30494 - Unexploded (UXO) Safety Escort		36.61
30495 - Unexploded (UXO) Sweep Personnel		36.61
30501 - Weather Forecaster I	38.13	
30502 - Weather Forecaster II	46.38	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	44.29	
31020 - Bus Aide	27.47	
31030 - Bus Driver	38.19	
31043 - Driver Courier	21.91	
31260 - Parking and Lot Attendant	20.34	
31290 - Shuttle Bus Driver	23.14	
31310 - Taxi Driver	18.51	
31361 - Truckdriver, Light	23.70	
31362 - Truckdriver, Medium	25.36	
31363 - Truckdriver, Heavy	30.87	
31364 - Truckdriver, Tractor-Trailer	30.87	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	21.59	
99030 - Cashier	19.00	
99050 - Desk Clerk	21.46	
99095 - Embalmer	33.15	
99130 - Flight Follower	36.61	
99251 - Laboratory Animal Caretaker I	22.61	
99252 - Laboratory Animal Caretaker II	24.46	
99260 - Marketing Analyst	56.47	
99310 - Mortician	29.47	
99410 - Pest Controller	22.97	
99510 - Photofinishing Worker	25.27	
99710 - Recycling Laborer	38.67	

99711 - Recycling Specialist	46.45
99730 - Refuse Collector	34.80
99810 - Sales Clerk	20.43
99820 - School Crossing Guard	27.84
99830 - Survey Party Chief	45.28
99831 - Surveying Aide	27.24
99832 - Surveying Technician	39.83
99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	25.74
99842 - Vending Machine Repairer Helper	20.98

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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, 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:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."