

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS  
ADMINISTRATION

NOTICE OF INTENTION TO MAKE  
A SERVICE CONTRACT AND RESPONSE TO NOTICE

(See Instructions on Reverse)

BLANKET SF 98

1. NOTICE NO.

**A** 1792641

MAIL TO:

Administrator  
Wage and Hour Division  
U.S. Department of Labor  
Washington, D.C. 20210

2. Estimated solicitation date (use numerals)

6/1/00-6/1/01

Month Day Year

3. Estimated date bids or proposals to be opened or negotiations begun (use numerals)

6/1/00-6/1/01

Month Day Year

4. Date contract performance to begin (use numerals)

6/1/00-6/1/01

Month Day Year

5. PLACE(S) OF PERFORMANCE

SANDIA NATIONAL LABORATORIES  
ALAMEDA COUNTY, CA

6. SERVICES TO BE PERFORMED (describe)

7. INFORMATION ABOUT PERFORMANCE

- A.  Services now performed by a contractor
- B.  Services now performed by Federal employees
- C.  Services not presently being performed

8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE

a. Name and address of incumbent contractor

b. Number(s) of any wage determination(s) in incumbent's contract

c. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). Important: Attach copies of current applicable collective bargaining agreements

RESPONSE TO NOTICE

(by Department of Labor)

The attached wage determination(s) listed below apply to procurement.

94-205 (Rev. 16)

9. OFFICIAL SUBMITTING NOTICE

SIGNED

DATE

B.  As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.

C.  From information supplied, the Service Contract Act does not apply (see attached explanation).

D.  Notice returned for additional information (see attached explanation).

TYPE OR PRINT NAME

TELEPHONE NO.

Signed:

(U.S. Department of Labor)

JUL 26 2000

(Date)

10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SENT AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC.

MR. PAGE ERICKSON  
HUMAN RESOURCES MANAGEMENT DIVISION  
US DEPARTMENT OF ENERGY  
OAKLAND OPERATIONS OFFICE  
1301 CLAY STREET, ROOM 700N  
OAKLAND, CA 94612-5208

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  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2051  
Revision No.: 16  
Date of Last Revision: 06/04/2000

State: California

Area: California Counties of Alameda, Contra Costa

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

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	11.74
Accounting Clerk II	13.04
Accounting Clerk III	15.55
Accounting Clerk IV	17.86
Court Reporter	15.29
Dispatcher, Motor Vehicle	14.46
Document Preparation Clerk	12.69
Duplicating Machine Operator	12.69
Film/Tape Librarian	11.05
General Clerk I	10.17
General Clerk II	11.43
General Clerk III	14.59
General Clerk IV	17.37
Housing Referral Assistant	18.54
Key Entry Operator I	10.52
Key Entry Operator II	12.19
Messenger (Courier)	9.49
Order Clerk I	12.32
Order Clerk II	13.70
Personnel Assistant (Employment) I	13.65
Personnel Assistant (Employment) II	16.02
Personnel Assistant (Employment) III	17.06
Personnel Assistant (Employment) IV	18.83
Production Control Clerk	15.85
Rental Clerk	13.27
Scheduler, Maintenance	13.27
Secretary I	13.27
Secretary II	15.29
Secretary III	18.54
Secretary IV	20.57
Secretary V	23.68
Service Order Dispatcher	12.03
Stenographer I	11.33

Stenographer II	12.70
Supply Technician	19.51
Survey Worker (Interviewer)	13.29
Switchboard Operator-Receptionist	10.74
Test Examiner	15.29
Test Proctor	15.29
Travel Clerk I	10.39
Travel Clerk II	11.31
Travel Clerk III	12.21
Word Processor I	12.80
Word Processor II	14.14
Word Processor III	16.81

**Automatic Data Processing Occupations**

Computer Data Librarian	11.65
Computer Operator I	12.32
Computer Operator II	13.90
Computer Operator III	16.92
Computer Operator IV	18.08
Computer Operator V	20.04
Computer Programmer I (1)	15.01
Computer Programmer II (1)	18.59
Computer Programmer III (1)	24.41
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	21.74
Computer Systems Analyst II (1)	26.49
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.92

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	21.51
Automotive Glass Installer	19.68
Automotive Worker	19.68
Electrician, Automotive	20.60
Mobile Equipment Servicer	17.92
Motor Equipment Metal Mechanic	21.51
Motor Equipment Metal Worker	19.68
Motor Vehicle Mechanic	21.51
Motor Vehicle Mechanic Helper	16.96
Motor Vehicle Upholstery Worker	18.80
Motor Vehicle Wrecker	19.68
Painter, Automotive	20.60
Radiator Repair Specialist	19.68
Tire Repairer	17.31
Transmission Repair Specialist	21.51

**Food Preparation and Service Occupations**

Baker	15.08
Cook I	13.71

Cook II	15.08
Dishwasher	10.51
Food Service Worker	10.51
Meat Cutter	16.29
Waiter/Waitress	11.39

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	19.21
Furniture Handler	13.87
Furniture Refinisher	19.21
Furniture Refinisher Helper	15.83
Furniture Repairer, Minor	17.53
Upholsterer	19.21

**General Services and Support Occupations**

Cleaner, Vehicles	10.51
Elevator Operator	12.08
Gardener	13.71
House Keeping Aid I	9.65
House Keeping Aid II	10.51
Janitor	10.51
Laborer, Grounds Maintenance	11.39
Maid or Houseman	9.65
Pest Controller	14.40
Refuse Collector	12.08
Tractor Operator	11.80
Window Cleaner	11.39

**Health Occupations**

Dental Assistant	11.58
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.34
Licensed Practical Nurse I	16.23
Licensed Practical Nurse II	18.24
Licensed Practical Nurse III	19.61
Medical Assistant	11.05
Medical Laboratory Technician	12.71
Medical Record Clerk	12.71
Medical Record Technician	14.33
Nursing Assistant I	8.47
Nursing Assistant II	9.52
Nursing Assistant III	10.38
Nursing Assistant IV	11.42
Pharmacy Technician	12.91
Phlebotomist	12.24
Registered Nurse I	17.37
Registered Nurse II	27.15
Registered Nurse II, Specialist	27.15
Registered Nurse III	32.27
Registered Nurse III, Anesthetist	32.27

Registered Nurse IV	33.00
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**Information and Arts Occupations**

Audiovisual Librarian	19.23
Exhibits Specialist I	19.13
Exhibits Specialist II	22.96
Exhibits Specialist III	28.23
Illustrator I	19.13
Illustrator II	22.96
Illustrator III	28.23
Librarian	22.15
Library Technician	13.56
Photographer I	17.78
Photographer II	19.13
Photographer III	22.96
Photographer IV	28.23
Photographer V	29.36

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.86
Counter Attendant	7.86
Dry Cleaner	10.78
Finisher, Flatwork, Machine	7.86
Presser, Hand	7.86
Presser, Machine, Drycleaning	7.86
Presser, Machine, Shirts	7.86
Presser, Machine, Wearing Apparel, Laundry	7.86
Sewing Machine Operator	11.75
Tailor	12.72
Washer, Machine	8.83

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	19.21
Tool and Die Maker	24.61

**Material Handling and Packing Occupations**

Forklift Operator	15.00
Fuel Distribution System Operator	17.03
Material Coordinator	16.69
Material Expediter	16.69
Material Handling Laborer	12.46
Order Filler	10.74
Production Line Worker (Food Processing)	14.87
Shipping Packer	12.59
Shipping/Receiving Clerk	12.59
Stock Clerk (Shelf Stocker, Store Worker II)	12.06
Store Worker I	11.42
Tools and Parts Attendant	13.28
Warehouse Specialist	13.90

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	20.06
Aircraft Mechanic Helper	15.83
Aircraft Quality Control Inspector	23.94
Aircraft Servicer	17.53
Aircraft Worker	18.36
Appliance Mechanic	19.21
Bicycle Repairer	16.15
Cable Splicer	16.05
Carpenter, Maintenance	20.35
Carpet Layer	18.36
Electrician, Maintenance	23.07
Electronics Technician, Maintenance I	14.32
Electronics Technician, Maintenance II	22.08
Electronics Technician, Maintenance III	24.67
Fabric Worker	17.53
Fire Alarm System Mechanic	20.06
Fire Extinguisher Repairer	16.72
Fuel Distribution System Mechanic	20.06
General Maintenance Worker	18.36
Heating, Refrigeration and Air Conditioning Mechanic	22.10
Heavy Equipment Mechanic	20.06
Heavy Equipment Operator	23.68
Instrument Mechanic	22.14
Laborer	10.51
Locksmith	19.21
Machinery Maintenance Mechanic	20.49
Machinist, Maintenance	20.06
Maintenance Trades Helper	15.83
Millwright	20.06
Office Appliance Repairer	19.21
Painter, Aircraft	19.21
Painter, Maintenance	19.21
Pipefitter, Maintenance	23.07
Plumber, Maintenance	22.09
Pneudraulic Systems Mechanic	20.06
Rigger	20.41
Scale Mechanic	18.36
Sheet-Metal Worker, Maintenance	20.06
Small Engine Mechanic	18.36
Telecommunication Mechanic I	20.06
Telecommunication Mechanic II	20.91
Telephone Lineman	20.06
Welder, Combination, Maintenance	20.06
Well Driller	20.06
Woodcraft Worker	20.70
Woodworker	16.72

**Miscellaneous Occupations**

Animal Caretaker	12.08
Carnival Equipment Operator	13.57
Carnival Equipment Repairer	15.77
Carnival Worker	10.51
Cashier	6.52
Desk Clerk	8.00
Embalmer	16.89
Lifeguard	9.19
Mortician	16.89
Park Attendant (Aide)	8.99
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.12
Recreation Specialist	9.63
Recycling Worker	13.59
Sales Clerk	7.12
School Crossing Guard (Crosswalk Attendant)	10.51
Sport Official	9.19
Survey Party Chief (Chief of Party)	28.09
Surveying Aide	14.87
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	21.47
Swimming Pool Operator	13.50
Vending Machine Attendant	12.48
Vending Machine Repairer	14.48
Vending Machine Repairer Helper	12.48

**Personal Needs Occupations**

Child Care Attendant	8.12
Child Care Center Clerk	9.96
Chore Aid	10.08
Homemaker	11.23

**Plant and System Operation Occupations**

Boiler Tender	20.06
Sewage Plant Operator	22.09
Stationary Engineer	22.86
Ventilation Equipment Tender	15.83
Water Treatment Plant Operator	22.09

**Protective Service Occupations**

Alarm Monitor	16.91
Corrections Officer	20.46
Court Security Officer	20.46
Detention Officer	20.46
Firefighter	20.40
Guard I	8.45
Guard II	16.91
Police Officer	27.91

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	18.71
Hatch Tender	16.72
Line Handler	16.72
Stevedore I	16.00
Stevedore II	17.51

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.08
Air Traffic Control Specialist, Station (2)	19.36
Air Traffic Control Specialist, Terminal (2)	21.41
Archeological Technician I	17.41
Archeological Technician II	19.49
Archeological Technician III	24.13
Cartographic Technician	26.40
Civil Engineering Technician	22.96
Computer Based Training (CBT) Specialist/ Instructor	21.74
Drafter I	17.13
Drafter II	19.23
Drafter III	21.23
Drafter IV	25.48
Engineering Technician I	11.55
Engineering Technician II	14.72
Engineering Technician III	18.46
Engineering Technician IV	22.81
Engineering Technician V	25.70
Engineering Technician VI	30.40
Environmental Technician	26.40
Flight Simulator/Instructor (Pilot)	26.49
Graphic Artist	21.74
Instructor	20.01
Laboratory Technician	18.42
Mathematical Technician	22.96
Paralegal/Legal Assistant I	15.77
Paralegal/Legal Assistant II	19.39
Paralegal/Legal Assistant III	23.65
Paralegal/Legal Assistant IV	28.69
Photooptics Technician	22.96
Technical Writer	28.04
Unexploded (UXO) Safety Escort	17.84
Unexploded (UXO) Sweep Personnel	17.84
Unexploded Ordnance (UXO) Technician I	17.84
Unexploded Ordnance (UXO) Technician II	21.59
Unexploded Ordnance (UXO) Technician III	25.88
Weather Observer, Combined Upper Air and Surface Programs (3)	15.40
Weather Observer, Senior (3)	17.11
Weather Observer, Upper Air (3)	15.40

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	16.26
Parking and Lot Attendant	9.59
Shuttle Bus Driver	12.79
Taxi Driver	11.31
Truckdriver, Heavy Truck	17.03
Truckdriver, Light Truck	12.79
Truckdriver, Medium Truck	16.26
Truckdriver, Tractor-Trailer	17.03

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 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 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 4.174)

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

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* 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.

**\*\* 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)}

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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