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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
Daniel W. Simms Director Division of Wage Determinations	Wage Determination No.: 2015-4007 Revision No.: 34 Date Of Last Revision: 6/25/2026

This wage determination is applicable to the following cities and towns in the following counties in MAINE:

AROOSTOOK COUNTY: Allagash, Amity, Ashland, Bancroft, Benedicta, Big Twenty, Blaine, Bragg Tract, Bridgewater, Camp Dana, Caribou, Cary, Castle Hill, Caswell, Central, Chapman, Clayton Lake, Connor, Cox Patent, Crystal, Cyr, Dry Town, Dudley, Dyer Brook, E, Eagle Lake, Easton, Forkstown, Fort Fairfield, Fort Kent, Frenchville, Garfield, Glenwood, Grand Isle, Griswold, Guerette or Oullette, Hamlin, Hammond, Harvey Siding, Haynesville, Hersey, Hodgdon, Houlton, Island Falls, Limestone, Linneus, Littleton, Ludlow, Macwahoc, Madawaska, Mapleton, Mars Hill, Masardis, Merrill, Molunkus, Monticello, Moro, Nashville, New Canada, New Limerick, New Sweden, North Yarmouth Academy, Northern, Oakfield, Orient, Oxbow, Perham, Portage Lake, Presque Isle, Red Point or Sinclair, Reed, Seven Islands, Sherman, Silver Ridge, Smyrna, Southern Squapan, St. Croix, St. Agatha, St. Francis, St. John, Stockholm, Upper Molunkus, Van Buren, Wade, Walker or Colbath, Wallagrass, Washburn, Webbertown, Westfield, Westmanland, Weston, Winterville, Woodland

HANCOCK COUNTY: Bar Harbor, Blue Hill, Brooklin, Brooksville, Bucksport, Castine, Cranberry Isles, Deer Isle, East Hancock, Eastbrook, Ellsworth, Fletchers Landing, Franklin, Gouldsboro, Great Pond, Hancock, Lamoine, Long Island, Mariaville, Mount Desert, Myra, Orland, Penobscot, Sedgwick, Sorrento, Southwest Harbor, Stonington, Sullivan, Surry, Swans Island, Tremont, Trenton, Verona, Waltham, Winter Harbor

PISCATAQUIS COUNTY: Abbot, Atkinson, Barnard, Bear Pond, Beaver Cove, Blanchard, Bowdoin College Grant East, Bowdoin College Grant West, Bowerbank, Brownville, Chesuncook, Churchill Depot, Cove Point, Days Academy Grant, Dove

WASHINGTON COUNTY: Addison, Alexander, Baileyville, Baring, Beals, Beddington, Brookton, Calais, Centerville, Charlotte, Cherryfield, Codyville, Columbia F

State: Maine

Area: Maine Counties of Aroostook, Hancock, Piscataquis and Washington

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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		18.02
01012 - Accounting Clerk II		20.22
01013 - Accounting Clerk III		22.62
01020 - Administrative Assistant		32.42
01035 - Court Reporter		21.18
01041 - Customer Service Representative I		16.61
01042 - Customer Service Representative II		18.12
01043 - Customer Service Representative III		20.33
01051 - Data Entry Operator I		15.46
01052 - Data Entry Operator II		16.87
01060 - Dispatcher, Motor Vehicle		23.85
01070 - Document Preparation Clerk		16.87
01090 - Duplicating Machine Operator		16.87
01111 - General Clerk I		17.02
01112 - General Clerk II		18.57
01113 - General Clerk III		20.84
01120 - Housing Referral Assistant		23.62
01141 - Messenger Courier		13.75
01191 - Order Clerk I		15.42
01192 - Order Clerk II		17.27
01261 - Personnel Assistant (Employment) I		19.05
01262 - Personnel Assistant (Employment) II		21.32
01263 - Personnel Assistant (Employment) III		23.77
01270 - Production Control Clerk		26.78
01290 - Rental Clerk		17.84
01300 - Scheduler, Maintenance		18.93
01311 - Secretary I		18.93
01312 - Secretary II		21.18
01313 - Secretary III		23.62
01320 - Service Order Dispatcher		21.32
01410 - Supply Technician		32.42
01420 - Survey Worker		18.78

01460 - Switchboard Operator/Receptionist	18.88
01531 - Travel Clerk I	16.57
01532 - Travel Clerk II	18.19
01533 - Travel Clerk III	20.36
01611 - Word Processor I	16.87
01612 - Word Processor II	18.93
01613 - Word Processor III	21.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.89
05010 - Automotive Electrician	22.01
05040 - Automotive Glass Installer	21.07
05070 - Automotive Worker	21.07
05110 - Mobile Equipment Servicer	19.25
05130 - Motor Equipment Metal Mechanic	22.93
05160 - Motor Equipment Metal Worker	21.07
05190 - Motor Vehicle Mechanic	22.93
05220 - Motor Vehicle Mechanic Helper	18.07
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.07
05310 - Painter, Automotive	22.01
05340 - Radiator Repair Specialist	21.07
05370 - Tire Repairer	17.64
05400 - Transmission Repair Specialist	22.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.63
07041 - Cook I	18.52
07042 - Cook II	20.27
07070 - Dishwasher	16.84
07130 - Food Service Worker	16.84
07210 - Meat Cutter	18.89
07260 - Waiter/Waitress	18.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.78
09040 - Furniture Handler	17.94
09080 - Furniture Refinisher	24.78
09090 - Furniture Refinisher Helper	20.34
09110 - Furniture Repairer, Minor	22.66
09130 - Upholsterer	24.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.00
11060 - Elevator Operator	18.59
11090 - Gardener	26.30
11122 - Housekeeping Aide	18.59
11150 - Janitor	18.59
11210 - Laborer, Grounds Maintenance	21.77
11240 - Maid or Houseman	17.72
11260 - Pruner	20.41
11270 - Tractor Operator	24.69
11330 - Trail Maintenance Worker	21.77
11360 - Window Cleaner	19.83
12000 - Health Occupations	
12010 - Ambulance Driver	21.62
12011 - Breath Alcohol Technician	27.04
12012 - Certified Occupational Therapist Assistant	37.09
12015 - Certified Physical Therapist Assistant	30.04
12020 - Dental Assistant	23.03
12025 - Dental Hygienist	43.29
12030 - EKG Technician	40.97
12035 - Electroneurodiagnostic Technologist	40.97
12040 - Emergency Medical Technician	21.62
12071 - Licensed Practical Nurse I	24.17
12072 - Licensed Practical Nurse II	27.04
12073 - Licensed Practical Nurse III	30.15
12100 - Medical Assistant	21.97
12130 - Medical Laboratory Technician	33.16
12160 - Medical Record Clerk	19.67
12190 - Medical Record Technician	21.99
12195 - Medical Transcriptionist	24.17
12210 - Nuclear Medicine Technologist	59.42
12221 - Nursing Assistant I	14.93
12222 - Nursing Assistant II	16.79
12223 - Nursing Assistant III	18.32
12224 - Nursing Assistant IV	20.56
12235 - Optical Dispenser	27.04
12236 - Optical Technician	24.17
12250 - Pharmacy Technician	19.37
12280 - Phlebotomist	18.77
12305 - Radiologic Technologist	36.58
12311 - Registered Nurse I	26.34
12312 - Registered Nurse II	32.21
12313 - Registered Nurse II, Specialist	32.21
12314 - Registered Nurse III	38.97
12315 - Registered Nurse III, Anesthetist	38.97
12316 - Registered Nurse IV	46.72
12317 - Scheduler (Drug and Alcohol Testing)	33.49
12320 - Substance Abuse Treatment Counselor	28.13
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	18.31
13042 - Illustrator II	22.69

13043 - Illustrator III		27.76
13047 - Librarian		25.13
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		22.69
13058 - Library Technician		19.12
13061 - Media Specialist I		16.37
13062 - Media Specialist II		18.31
13063 - Media Specialist III		20.42
13071 - Photographer I		16.37
13072 - Photographer II		19.74
13073 - Photographer III		24.42
13074 - Photographer IV		29.89
13075 - Photographer V		36.16
13090 - Technical Order Library Clerk		20.14
13110 - Video Teleconference Technician		17.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.52
14042 - Computer Operator II		20.72
14043 - Computer Operator III		23.12
14044 - Computer Operator IV		26.18
14045 - Computer Operator V		28.44
14071 - Computer Programmer I	(see 1)	25.44
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		18.52
14160 - Personal Computer Support Technician		26.62
14170 - System Support Specialist		29.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.76
15020 - Aircrew Training Devices Instructor (Rated)		43.26
15030 - Air Crew Training Devices Instructor (Pilot)		51.85
15050 - Computer Based Training Specialist / Instructor		35.76
15060 - Educational Technologist		36.06
15070 - Flight Instructor (Pilot)		51.85
15080 - Graphic Artist		26.09
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.85
15086 - Maintenance Test Pilot, Rotary Wing		51.85
15088 - Non-Maintenance Test/Co-Pilot		51.85
15090 - Technical Instructor		25.67
15095 - Technical Instructor/Course Developer		31.40
15110 - Test Proctor		20.73
15120 - Tutor		20.73
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.32
16030 - Counter Attendant		18.32
16040 - Dry Cleaner		20.93
16070 - Finisher, Flatwork, Machine		18.32
16090 - Presser, Hand		18.32
16110 - Presser, Machine, Drycleaning		18.32
16130 - Presser, Machine, Shirts		18.32
16160 - Presser, Machine, Wearing Apparel, Laundry		18.32
16190 - Sewing Machine Operator		21.80
16220 - Tailor		22.67
16250 - Washer, Machine		19.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.77
19040 - Tool And Die Maker		35.58
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.70
21030 - Material Coordinator		26.78
21040 - Material Expediter		26.78
21050 - Material Handling Laborer		18.39
21071 - Order Filler		17.69
21080 - Production Line Worker (Food Processing)		22.70
21110 - Shipping Packer		22.33
21130 - Shipping/Receiving Clerk		22.33
21140 - Store Worker I		18.14
21150 - Stock Clerk		21.99
21210 - Tools And Parts Attendant		22.70
21410 - Warehouse Specialist		22.70
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.27
23019 - Aircraft Logs and Records Technician		28.15
23021 - Aircraft Mechanic I		32.06
23022 - Aircraft Mechanic II		33.27
23023 - Aircraft Mechanic III		34.34
23040 - Aircraft Mechanic Helper		25.26
23050 - Aircraft, Painter		30.77
23060 - Aircraft Servicer		28.15
23070 - Aircraft Survival Flight Equipment Technician		30.77
23080 - Aircraft Worker		29.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.46

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.06
23110 - Appliance Mechanic	30.77
23120 - Bicycle Repairer	26.91
23125 - Cable Splicer	45.46
23130 - Carpenter, Maintenance	29.99
23140 - Carpet Layer	29.46
23160 - Electrician, Maintenance	34.89
23181 - Electronics Technician Maintenance I	35.00
23182 - Electronics Technician Maintenance II	36.57
23183 - Electronics Technician Maintenance III	38.10
23260 - Fabric Worker	28.15
23290 - Fire Alarm System Mechanic	32.06
23310 - Fire Extinguisher Repairer	26.91
23311 - Fuel Distribution System Mechanic	31.29
23312 - Fuel Distribution System Operator	26.27
23370 - General Maintenance Worker	23.08
23380 - Ground Support Equipment Mechanic	32.06
23381 - Ground Support Equipment Servicer	28.15
23382 - Ground Support Equipment Worker	29.46
23391 - Gunsmith I	26.91
23392 - Gunsmith II	29.46
23393 - Gunsmith III	32.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.79
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.92
23430 - Heavy Equipment Mechanic	28.52
23440 - Heavy Equipment Operator	24.11
23460 - Instrument Mechanic	32.06
23465 - Laboratory/Shelter Mechanic	30.77
23470 - Laborer	18.39
23510 - Locksmith	30.77
23530 - Machinery Maintenance Mechanic	34.47
23550 - Machinist, Maintenance	25.48
23580 - Maintenance Trades Helper	19.99
23591 - Metrology Technician I	32.06
23592 - Metrology Technician II	33.27
23593 - Metrology Technician III	34.34
23640 - Millwright	31.80
23710 - Office Appliance Repairer	30.77
23760 - Painter, Maintenance	23.81
23790 - Pipefitter, Maintenance	30.26
23810 - Plumber, Maintenance	29.05
23820 - Pneudraulic Systems Mechanic	32.06
23850 - Rigger	32.06
23870 - Scale Mechanic	29.46
23890 - Sheet-Metal Worker, Maintenance	32.06
23910 - Small Engine Mechanic	21.81
23931 - Telecommunications Mechanic I	34.95
23932 - Telecommunications Mechanic II	36.42
23950 - Telephone Lineman	36.86
23960 - Welder, Combination, Maintenance	21.95
23965 - Well Driller	32.06
23970 - Woodcraft Worker	32.06
23980 - Woodworker	26.91
24000 - Personal Needs Occupations	
24550 - Case Manager	21.94
24570 - Child Care Attendant	17.86
24580 - Child Care Center Clerk	22.28
24610 - Chore Aide	18.44
24620 - Family Readiness And Support Services Coordinator	21.94
24630 - Homemaker	21.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.61
25040 - Sewage Plant Operator	25.55
25070 - Stationary Engineer	29.61
25190 - Ventilation Equipment Tender	23.33
25210 - Water Treatment Plant Operator	25.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.43
27007 - Baggage Inspector	18.90
27008 - Corrections Officer	22.25
27010 - Court Security Officer	22.54
27030 - Detection Dog Handler	21.14
27040 - Detention Officer	22.25
27070 - Firefighter	22.82
27101 - Guard I	18.90
27102 - Guard II	21.14
27131 - Police Officer I	26.78
27132 - Police Officer II	29.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.20
28042 - Carnival Equipment Repairer	20.46
28043 - Carnival Worker	15.91
28210 - Gate Attendant/Gate Tender	22.05
28310 - Lifeguard	19.65
28350 - Park Attendant (Aide)	24.67
28510 - Recreation Aide/Health Facility Attendant	18.01
28515 - Recreation Specialist	30.56
28630 - Sports Official	19.65
28690 - Swimming Pool Operator	22.39

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.30
29020 - Hatch Tender		26.30
29030 - Line Handler		26.30
29041 - Stevedore I		24.79
29042 - Stevedore II		27.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
30021 - Archeological Technician I		19.23
30022 - Archeological Technician II		21.51
30023 - Archeological Technician III		26.65
30030 - Cartographic Technician		26.65
30040 - Civil Engineering Technician		29.32
30051 - Cryogenic Technician I		29.51
30052 - Cryogenic Technician II		32.60
30061 - Drafter/CAD Operator I		19.23
30062 - Drafter/CAD Operator II		21.51
30063 - Drafter/CAD Operator III		23.98
30064 - Drafter/CAD Operator IV		29.51
30081 - Engineering Technician I		17.13
30082 - Engineering Technician II		19.23
30083 - Engineering Technician III		21.51
30084 - Engineering Technician IV		26.65
30085 - Engineering Technician V		32.60
30086 - Engineering Technician VI		39.44
30090 - Environmental Technician		26.65
30095 - Evidence Control Specialist		26.65
30210 - Laboratory Technician		23.98
30221 - Latent Fingerprint Technician I		29.51
30222 - Latent Fingerprint Technician II		32.60
30240 - Mathematical Technician		26.65
30361 - Paralegal/Legal Assistant I		23.60
30362 - Paralegal/Legal Assistant II		29.24
30363 - Paralegal/Legal Assistant III		35.77
30364 - Paralegal/Legal Assistant IV		43.29
30375 - Petroleum Supply Specialist		32.60
30390 - Photo-Optics Technician		26.65
30395 - Radiation Control Technician		32.60
30461 - Technical Writer I		26.65
30462 - Technical Writer II		32.60
30463 - Technical Writer III		39.44
30491 - Unexploded Ordnance (UXO) Technician I		29.57
30492 - Unexploded Ordnance (UXO) Technician II		35.78
30493 - Unexploded Ordnance (UXO) Technician III		42.89
30494 - Unexploded (UXO) Safety Escort		29.57
30495 - Unexploded (UXO) Sweep Personnel		29.57
30501 - Weather Forecaster I		29.51
30502 - Weather Forecaster II		35.90
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.98
30621 - Weather Observer, Senior	(see 2)	26.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.78
31020 - Bus Aide		15.98
31030 - Bus Driver		20.19
31043 - Driver Courier		18.12
31260 - Parking and Lot Attendant		14.98
31290 - Shuttle Bus Driver		17.28
31310 - Taxi Driver		14.23
31361 - Truckdriver, Light		19.31
31362 - Truckdriver, Medium		20.19
31363 - Truckdriver, Heavy		24.25
31364 - Truckdriver, Tractor-Trailer		24.25
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.45
99030 - Cashier		16.34
99050 - Desk Clerk		17.66
99095 - Embalmer		29.57
99130 - Flight Follower		29.57
99251 - Laboratory Animal Caretaker I		25.11
99252 - Laboratory Animal Caretaker II		26.76
99260 - Marketing Analyst		36.01
99310 - Mortician		29.57
99410 - Pest Controller		26.03
99510 - Photofinishing Worker		15.54
99710 - Recycling Laborer		19.97
99711 - Recycling Specialist		22.54
99730 - Refuse Collector		18.77
99810 - Sales Clerk		17.65
99820 - School Crossing Guard		20.82
99830 - Survey Party Chief		21.48
99831 - Surveying Aide		14.64
99832 - Surveying Technician		19.52
99840 - Vending Machine Attendant		23.36
99841 - Vending Machine Repairer		27.24
99842 - Vending Machine Repairer Helper		23.36

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at 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 10 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. (See 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))."""