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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-4009
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:

FRANKLIN COUNTY: Alder Stream, Avon, Beattie, Berlin, Bigelow, Carrabassett, Carthage, Chain of Ponds, Chesterville, Coburn Gore, Coplin, Dallas, Davis, Eustis, Farmington, Freeman, Gorham Gore, Industry, Jay, Jim Pond, Kibby, Kingfield, Lang, Lowelltown, Madrid, Massachusetts Gore, Merrills Strip, Mount Abram, New Sharon, New Vineyard, Perkins, Phillips, Rangeley plantation, Rangeley, Redington, Salem, Sandy River, Seven Ponds, Skinner, Stetsontown, Strong, Temple, Tim Pond, Township D, Township E, Washington, Weld, Wilton, Wyman

KENNEBEC COUNTY: Albion, Augusta, Belgrade, Benton, Chelsea, China, Clinton, Farmingdale, Fayette, Gardiner, Hallowell, Litchfield, Manchester, Mount Vernon, Oakland, Pittston, Randolph, Readfield, Rome, Sidney, Unity, Vassalboro, Vienna, Waterville, Wayne, West Gardiner, Windsor, Winslow, Winthrop

KNOX COUNTY: Appleton, Camden, Cushing, Friendship, Hope, Isle au Haut, Matinicus Isle, North Haven, Owls Head, Rockland, Rockport, South Thomaston, St. George, Thomaston, Union, Vinalhaven, Warren, Washington

LINCOLN COUNTY: Alna, Boothbay Harbor, Boothbay, Bremen, Bristol, Damariscotta, Dresden, Edgecomb, Hibberts Gore, Jefferson, Monhegan, Newcastle, Nobleboro

OXFORD COUNTY: Adamstown, Albany, Andover N Surplus, Andover, Andover W Surplus, Batchelders Grant, Bethel, Bowmantown, Brownfield, Byron, C Surplus, Canton, Denmark, Dixfield, Fryeburg, Gilead, Grafton, Greenwood, Hanover, Hiram, Lincoln, Lovell, Lower Cupsuptic, Lynchtown, Magalloway, Mason, Mexico, Milton, Newry, Norway, Oxbow, Paris, Parkertown, Parmachenee, Peru, Porter,

SOMERSET COUNTY: Alder Brook, Anson, Appleton, Athens, Attean, Bald Mountain, Big Six, Big Ten, Big W, Bingham, Blake Gore, Bowtown, Bradstreet, Brassua, E

WALDO COUNTY: Belfast, Belmont, Brooks, Burnham, Frankfort, Freedom, Isleboro, Jackson, Knox, Liberty, Lincolnville, Monroe, Montville, Morrill, Northport,

State: Maine

Area: Maine Counties of Franklin, Kennebec, Knox, Lincoln, Oxford, Somerset and Waldo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.52
01012 - Accounting Clerk II		20.78
01013 - Accounting Clerk III		23.25
01020 - Administrative Assistant		28.63
01035 - Court Reporter		21.92
01041 - Customer Service Representative I		19.18
01042 - Customer Service Representative II		20.93
01043 - Customer Service Representative III		23.48
01051 - Data Entry Operator I		18.50
01052 - Data Entry Operator II		20.19
01060 - Dispatcher, Motor Vehicle		23.73
01070 - Document Preparation Clerk		17.67
01090 - Duplicating Machine Operator		17.67
01111 - General Clerk I		17.67
01112 - General Clerk II		19.28
01113 - General Clerk III		21.63
01120 - Housing Referral Assistant		24.44
01141 - Messenger Courier		14.23
01191 - Order Clerk I		19.67
01192 - Order Clerk II		21.45
01261 - Personnel Assistant (Employment) I		21.02
01262 - Personnel Assistant (Employment) II		23.51
01263 - Personnel Assistant (Employment) III		26.21
01270 - Production Control Clerk		30.05
01290 - Rental Clerk		20.68
01300 - Scheduler, Maintenance		19.60
01311 - Secretary I		19.60
01312 - Secretary II		21.92

01313 - Secretary III	24.44
01320 - Service Order Dispatcher	21.21
01410 - Supply Technician	28.63
01420 - Survey Worker	21.07
01460 - Switchboard Operator/Receptionist	20.08
01531 - Travel Clerk I	17.10
01532 - Travel Clerk II	18.42
01533 - Travel Clerk III	20.61
01611 - Word Processor I	17.45
01612 - Word Processor II	19.60
01613 - Word Processor III	21.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.51
05010 - Automotive Electrician	22.53
05040 - Automotive Glass Installer	21.49
05070 - Automotive Worker	21.49
05110 - Mobile Equipment Servicer	19.41
05130 - Motor Equipment Metal Mechanic	23.57
05160 - Motor Equipment Metal Worker	21.49
05190 - Motor Vehicle Mechanic	23.57
05220 - Motor Vehicle Mechanic Helper	18.17
05250 - Motor Vehicle Upholstery Worker	20.42
05280 - Motor Vehicle Wrecker	21.49
05310 - Painter, Automotive	22.53
05340 - Radiator Repair Specialist	21.49
05370 - Tire Repairer	17.77
05400 - Transmission Repair Specialist	23.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.20
07041 - Cook I	20.15
07042 - Cook II	22.32
07070 - Dishwasher	16.73
07130 - Food Service Worker	16.84
07210 - Meat Cutter	18.95
07260 - Waiter/Waitress	19.60
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.06
09040 - Furniture Handler	16.84
09080 - Furniture Refinisher	23.76
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	21.53
09130 - Upholsterer	23.76
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.00
11060 - Elevator Operator	18.74
11090 - Gardener	25.99
11122 - Housekeeping Aide	18.74
11150 - Janitor	18.74
11210 - Laborer, Grounds Maintenance	21.38
11240 - Maid or Houseman	18.00
11260 - Pruner	19.94
11270 - Tractor Operator	24.33
11330 - Trail Maintenance Worker	21.38
11360 - Window Cleaner	20.10
12000 - Health Occupations	
12010 - Ambulance Driver	22.24
12011 - Breath Alcohol Technician	29.96
12012 - Certified Occupational Therapist Assistant	31.72
12015 - Certified Physical Therapist Assistant	30.50
12020 - Dental Assistant	25.33
12025 - Dental Hygienist	42.98
12030 - EKG Technician	41.27
12035 - Electroneurodiagnostic Technologist	41.27
12040 - Emergency Medical Technician	22.24
12071 - Licensed Practical Nurse I	26.77
12072 - Licensed Practical Nurse II	29.96
12073 - Licensed Practical Nurse III	33.40
12100 - Medical Assistant	22.86
12130 - Medical Laboratory Technician	34.76
12160 - Medical Record Clerk	23.98
12190 - Medical Record Technician	26.82
12195 - Medical Transcriptionist	24.44
12210 - Nuclear Medicine Technologist	59.86
12221 - Nursing Assistant I	16.00
12222 - Nursing Assistant II	18.00
12223 - Nursing Assistant III	19.64
12224 - Nursing Assistant IV	22.04
12235 - Optical Dispenser	21.17
12236 - Optical Technician	26.77
12250 - Pharmacy Technician	21.51
12280 - Phlebotomist	21.79
12305 - Radiologic Technologist	37.16
12311 - Registered Nurse I	28.94
12312 - Registered Nurse II	35.40
12313 - Registered Nurse II, Specialist	35.40
12314 - Registered Nurse III	42.83
12315 - Registered Nurse III, Anesthetist	42.83
12316 - Registered Nurse IV	51.34
12317 - Scheduler (Drug and Alcohol Testing)	37.13
12320 - Substance Abuse Treatment Counselor	27.61
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.27

13012 - Exhibits Specialist II		26.36
13013 - Exhibits Specialist III		32.24
13041 - Illustrator I		21.27
13042 - Illustrator II		26.36
13043 - Illustrator III		32.24
13047 - Librarian		29.19
13050 - Library Aide/Clerk		16.06
13054 - Library Information Technology Systems Administrator		26.36
13058 - Library Technician		21.34
13061 - Media Specialist I		19.02
13062 - Media Specialist II		21.27
13063 - Media Specialist III		23.72
13071 - Photographer I		19.30
13072 - Photographer II		21.59
13073 - Photographer III		26.75
13074 - Photographer IV		32.72
13075 - Photographer V		39.59
13090 - Technical Order Library Clerk		20.16
13110 - Video Teleconference Technician		22.78
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.32
14042 - Computer Operator II		26.09
14043 - Computer Operator III		29.09
14044 - Computer Operator IV		32.32
14045 - Computer Operator V		35.79
14071 - Computer Programmer I	(see 1)	23.44
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		23.32
14160 - Personal Computer Support Technician		32.32
14170 - System Support Specialist		35.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.39
15020 - Aircrew Training Devices Instructor (Rated)		40.39
15030 - Air Crew Training Devices Instructor (Pilot)		48.43
15050 - Computer Based Training Specialist / Instructor		33.39
15060 - Educational Technologist		36.88
15070 - Flight Instructor (Pilot)		48.43
15080 - Graphic Artist		26.55
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.43
15086 - Maintenance Test Pilot, Rotary Wing		48.43
15088 - Non-Maintenance Test/Co-Pilot		48.43
15090 - Technical Instructor		29.59
15095 - Technical Instructor/Course Developer		36.19
15110 - Test Proctor		23.88
15120 - Tutor		23.88
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)		29.32
19040 - Tool And Die Maker		34.44
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.74
21030 - Material Coordinator		30.05
21040 - Material Expediter		30.05
21050 - Material Handling Laborer		19.41
21071 - Order Filler		17.84
21080 - Production Line Worker (Food Processing)		21.74
21110 - Shipping Packer		22.33
21130 - Shipping/Receiving Clerk		22.33
21140 - Store Worker I		18.06
21150 - Stock Clerk		22.00
21210 - Tools And Parts Attendant		21.74
21410 - Warehouse Specialist		21.74
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.94
23019 - Aircraft Logs and Records Technician		26.57
23021 - Aircraft Mechanic I		30.66
23022 - Aircraft Mechanic II		31.94
23023 - Aircraft Mechanic III		33.22
23040 - Aircraft Mechanic Helper		23.64
23050 - Aircraft, Painter		29.32
23060 - Aircraft Servicer		26.57
23070 - Aircraft Survival Flight Equipment		

Technician	29.32
23080 - Aircraft Worker	27.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.66
23110 - Appliance Mechanic	24.04
23120 - Bicycle Repairer	25.26
23125 - Cable Splicer	39.95
23130 - Carpenter, Maintenance	29.15
23140 - Carpet Layer	27.96
23160 - Electrician, Maintenance	35.55
23181 - Electronics Technician Maintenance I	38.24
23182 - Electronics Technician Maintenance II	40.40
23183 - Electronics Technician Maintenance III	42.48
23260 - Fabric Worker	26.57
23290 - Fire Alarm System Mechanic	29.45
23310 - Fire Extinguisher Repairer	25.26
23311 - Fuel Distribution System Mechanic	31.86
23312 - Fuel Distribution System Operator	26.17
23370 - General Maintenance Worker	22.47
23380 - Ground Support Equipment Mechanic	30.66
23381 - Ground Support Equipment Servicer	26.57
23382 - Ground Support Equipment Worker	27.96
23391 - Gunsmith I	25.26
23392 - Gunsmith II	27.96
23393 - Gunsmith III	30.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.81
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.05
23430 - Heavy Equipment Mechanic	29.01
23440 - Heavy Equipment Operator	26.84
23460 - Instrument Mechanic	30.02
23465 - Laboratory/Shelter Mechanic	29.32
23470 - Laborer	19.41
23510 - Locksmith	28.58
23530 - Machinery Maintenance Mechanic	32.32
23550 - Machinist, Maintenance	28.37
23580 - Maintenance Trades Helper	19.04
23591 - Metrology Technician I	30.02
23592 - Metrology Technician II	31.42
23593 - Metrology Technician III	32.70
23640 - Millwright	32.80
23710 - Office Appliance Repairer	24.86
23760 - Painter, Maintenance	25.74
23790 - Pipefitter, Maintenance	30.94
23810 - Plumber, Maintenance	29.43
23820 - Pneudraulic Systems Mechanic	30.66
23850 - Rigger	30.66
23870 - Scale Mechanic	27.96
23890 - Sheet-Metal Worker, Maintenance	27.97
23910 - Small Engine Mechanic	23.24
23931 - Telecommunications Mechanic I	32.46
23932 - Telecommunications Mechanic II	34.05
23950 - Telephone Lineman	39.12
23960 - Welder, Combination, Maintenance	27.25
23965 - Well Driller	30.66
23970 - Woodcraft Worker	30.66
23980 - Woodworker	25.26
24000 - Personal Needs Occupations	
24550 - Case Manager	22.78
24570 - Child Care Attendant	17.15
24580 - Child Care Center Clerk	21.40
24610 - Chore Aide	18.53
24620 - Family Readiness And Support Services Coordinator	22.78
24630 - Homemaker	22.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.91
25040 - Sewage Plant Operator	28.48
25070 - Stationary Engineer	29.91
25190 - Ventilation Equipment Tender	23.06
25210 - Water Treatment Plant Operator	28.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.12
27007 - Baggage Inspector	19.14
27008 - Corrections Officer	24.75
27010 - Court Security Officer	23.24
27030 - Detection Dog Handler	21.41
27040 - Detention Officer	24.75
27070 - Firefighter	22.35
27101 - Guard I	19.14
27102 - Guard II	21.41
27131 - Police Officer I	27.34
27132 - Police Officer II	30.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.00
28042 - Carnival Equipment Repairer	22.40
28043 - Carnival Worker	17.58
28210 - Gate Attendant/Gate Tender	22.48
28310 - Lifeguard	17.33
28350 - Park Attendant (Aide)	25.15
28510 - Recreation Aide/Health Facility Attendant	18.36

28515 - Recreation Specialist 31.15
28630 - Sports Official 20.03
28690 - Swimming Pool Operator 24.95

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.88
29020 - Hatch Tender 29.88
29030 - Line Handler 29.88
29041 - Stevedore I 28.28
29042 - Stevedore II 31.57

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center
(HFO) (see 2) 51.07
30011 - Air Traffic Control Specialist, Station
(HFO) (see 2) 35.22
30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2) 38.79
30021 - Archeological Technician I 20.57
30022 - Archeological Technician II 23.00
30023 - Archeological Technician III 28.50
30030 - Cartographic Technician 28.50
30040 - Civil Engineering Technician 32.47
30051 - Cryogenic Technician I 31.56
30052 - Cryogenic Technician II 34.86
30061 - Drafter/CAD Operator I 20.57
30062 - Drafter/CAD Operator II 23.00
30063 - Drafter/CAD Operator III 25.64
30064 - Drafter/CAD Operator IV 31.56
30081 - Engineering Technician I 19.79
30082 - Engineering Technician II 22.22
30083 - Engineering Technician III 24.85
30084 - Engineering Technician IV 30.78
30085 - Engineering Technician V 37.65
30086 - Engineering Technician VI 45.57
30090 - Environmental Technician 22.63
30095 - Evidence Control Specialist 28.50
30210 - Laboratory Technician 26.33
30221 - Latent Fingerprint Technician I 31.56
30222 - Latent Fingerprint Technician II 34.86
30240 - Mathematical Technician 30.60
30361 - Paralegal/Legal Assistant I 24.72
30362 - Paralegal/Legal Assistant II 30.63
30363 - Paralegal/Legal Assistant III 37.47
30364 - Paralegal/Legal Assistant IV 45.33
30375 - Petroleum Supply Specialist 34.86
30390 - Photo-Optics Technician 27.73
30395 - Radiation Control Technician 34.86
30461 - Technical Writer I 30.92
30462 - Technical Writer II 37.83
30463 - Technical Writer III 45.76
30491 - Unexploded Ordnance (UXO) Technician I 32.46
30492 - Unexploded Ordnance (UXO) Technician II 39.27
30493 - Unexploded Ordnance (UXO) Technician III 47.07
30494 - Unexploded (UXO) Safety Escort 32.46
30495 - Unexploded (UXO) Sweep Personnel 32.46
30501 - Weather Forecaster I 31.56
30502 - Weather Forecaster II 38.40
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 25.64
30621 - Weather Observer, Senior (see 2) 28.50

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 39.27
31020 - Bus Aide 15.70
31030 - Bus Driver 20.14
31043 - Driver Courier 17.73
31260 - Parking and Lot Attendant 14.70
31290 - Shuttle Bus Driver 17.91
31310 - Taxi Driver 15.39
31361 - Truckdriver, Light 18.94
31362 - Truckdriver, Medium 19.93
31363 - Truckdriver, Heavy 25.45
31364 - Truckdriver, Tractor-Trailer 25.45

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.15
99030 - Cashier 16.59
99050 - Desk Clerk 17.37
99095 - Embalmer 30.15
99130 - Flight Follower 32.46
99251 - Laboratory Animal Caretaker I 18.68
99252 - Laboratory Animal Caretaker II 19.95
99260 - Marketing Analyst 34.14
99310 - Mortician 30.15
99410 - Pest Controller 22.89
99510 - Photofinishing Worker 17.06
99710 - Recycling Laborer 23.24
99711 - Recycling Specialist 26.18
99730 - Refuse Collector 21.67
99810 - Sales Clerk 17.30
99820 - School Crossing Guard 19.30
99830 - Survey Party Chief 29.19
99831 - Surveying Aide 19.90
99832 - Surveying Technician 26.54
99840 - Vending Machine Attendant 22.66
99841 - Vending Machine Repairer 27.05
99842 - Vending Machine Repairer Helper 22.66

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))."""