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Wage Determination

Overview

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History

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WAGE DETERMINATIONS

Service Contract Act WD # 2015-4047

Wage Determination

Revision #
34

Service(s)
Standard (Area-Wide) Wage Determination

Last Revised Date
Jun 25, 2026

States and Counties

State
Massachusetts

Counties
Essex, Middlesex, Norfolk, Plymouth, Suffolk

Document

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

U.
EMPLOYME
W
W

Wage Dete

Daniel W. Simms
Director

Division of
Wage Determinations

Date Of

This wage determination is applicable in the follo

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton, Arlington, Bedford, Belm

NORFOLK COUNTY - Braintree, Brookline, Canton, Coh

PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hingha

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

State: Massachusetts

Area: Massachusetts Counties of Essex, Middlesex, Suffolk

**Fringe Benefits Required Follow the Oc

OCCUPATION CODE - TITLE
01000 - Administrative Support And Clerical Occupa
01011 - Accounting Clerk I
01012 - Accounting Clerk II
01013 - Accounting Clerk III
01020 - Administrative Assistant
01035 - Court Reporter
01041 - Customer Service Representative I
01042 - Customer Service Representative II
01043 - Customer Service Representative III
01051 - Data Entry Operator I
01052 - Data Entry Operator II
01060 - Dispatcher, Motor Vehicle
01070 - Document Preparation Clerk
01090 - Duplicating Machine Operator
01111 - General Clerk I
01112 - General Clerk II
01113 - General Clerk III
01120 - Housing Referral Assistant
01141 - Messenger Courier
01191 - Order Clerk I
01192 - Order Clerk II

01261 - Personnel Assistant (Employment) I
01262 - Personnel Assistant (Employment) II
01263 - Personnel Assistant (Employment) III
01270 - Production Control Clerk
01290 - Rental Clerk
01300 - Scheduler, Maintenance
01311 - Secretary I
01312 - Secretary II
01313 - Secretary III
01320 - Service Order Dispatcher
01410 - Supply Technician
01420 - Survey Worker
01460 - Switchboard Operator/Receptionist
01531 - Travel Clerk I
01532 - Travel Clerk II
01533 - Travel Clerk III
01611 - Word Processor I
01612 - Word Processor II
01613 - Word Processor III

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
05010 - Automotive Electrician
05040 - Automotive Glass Installer
05070 - Automotive Worker
05110 - Mobile Equipment Servicer
05130 - Motor Equipment Metal Mechanic
05160 - Motor Equipment Metal Worker
05190 - Motor Vehicle Mechanic
05220 - Motor Vehicle Mechanic Helper
05250 - Motor Vehicle Upholstery Worker
05280 - Motor Vehicle Wrecker
05310 - Painter, Automotive
05340 - Radiator Repair Specialist
05370 - Tire Repairer
05400 - Transmission Repair Specialist

07000 - Food Preparation And Service Occupations
07010 - Baker
07041 - Cook I

07042 - Cook II
07070 - Dishwasher
07130 - Food Service Worker
07210 - Meat Cutter
07260 - Waiter/Waitress

09000 - Furniture Maintenance And Repair Occupatio
09010 - Electrostatic Spray Painter
09040 - Furniture Handler
09080 - Furniture Refinisher
09090 - Furniture Refinisher Helper
09110 - Furniture Repairer, Minor
09130 - Upholsterer

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
11060 - Elevator Operator
11090 - Gardener
11122 - Housekeeping Aide
11150 - Janitor
11210 - Laborer, Grounds Maintenance
11240 - Maid or Houseman
11260 - Pruner
11270 - Tractor Operator
11330 - Trail Maintenance Worker
11360 - Window Cleaner

12000 - Health Occupations
12010 - Ambulance Driver
12011 - Breath Alcohol Technician
12012 - Certified Occupational Therapist Assistant
12015 - Certified Physical Therapist Assistant
12020 - Dental Assistant
12025 - Dental Hygienist
12030 - EKG Technician
12035 - Electroneurodiagnostic Technologist
12040 - Emergency Medical Technician
12071 - Licensed Practical Nurse I
12072 - Licensed Practical Nurse II
12073 - Licensed Practical Nurse III

12100 - Medical Assistant
12130 - Medical Laboratory Technician
12160 - Medical Record Clerk
12190 - Medical Record Technician
12195 - Medical Transcriptionist
12210 - Nuclear Medicine Technologist
12221 - Nursing Assistant I
12222 - Nursing Assistant II
12223 - Nursing Assistant III
12224 - Nursing Assistant IV
12235 - Optical Dispenser
12236 - Optical Technician
12250 - Pharmacy Technician
12280 - Phlebotomist
12305 - Radiologic Technologist
12311 - Registered Nurse I
12312 - Registered Nurse II
12313 - Registered Nurse II, Specialist
12314 - Registered Nurse III
12315 - Registered Nurse III, Anesthetist
12316 - Registered Nurse IV
12317 - Scheduler (Drug and Alcohol Testing)
12320 - Substance Abuse Treatment Counselor

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
13012 - Exhibits Specialist II
13013 - Exhibits Specialist III
13041 - Illustrator I
13042 - Illustrator II
13043 - Illustrator III
13047 - Librarian
13050 - Library Aide/Clerk
13054 - Library Information Technology Systems Administrator
13058 - Library Technician
13061 - Media Specialist I
13062 - Media Specialist II
13063 - Media Specialist III
13071 - Photographer I

13072 - Photographer II
13073 - Photographer III
13074 - Photographer IV
13075 - Photographer V
13090 - Technical Order Library Clerk
13110 - Video Teleconference Technician

14000 - Information Technology Occupations
14041 - Computer Operator I
14042 - Computer Operator II
14043 - Computer Operator III
14044 - Computer Operator IV
14045 - Computer Operator V
14071 - Computer Programmer I
14072 - Computer Programmer II
14073 - Computer Programmer III
14074 - Computer Programmer IV
14101 - Computer Systems Analyst I
14102 - Computer Systems Analyst II
14103 - Computer Systems Analyst III
14150 - Peripheral Equipment Operator
14160 - Personal Computer Support Technician
14170 - System Support Specialist

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
15020 - Aircrew Training Devices Instructor (Rated
15030 - Air Crew Training Devices Instructor (Pilot)
15050 - Computer Based Training Specialist / Instructor
15060 - Educational Technologist
15070 - Flight Instructor (Pilot)
15080 - Graphic Artist
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
15086 - Maintenance Test Pilot, Rotary Wing
15088 - Non-Maintenance Test/Co-Pilot
15090 - Technical Instructor
15095 - Technical Instructor/Course Developer

15110 - Test Proctor
15120 - Tutor

16000 - Laundry, Dry-Cleaning, Pressing And Relate
16010 - Assembler
16030 - Counter Attendant
16040 - Dry Cleaner
16070 - Finisher, Flatwork, Machine
16090 - Presser, Hand
16110 - Presser, Machine, Drycleaning
16130 - Presser, Machine, Shirts
16160 - Presser, Machine, Wearing Apparel, Laundry
16190 - Sewing Machine Operator
16220 - Tailor
16250 - Washer, Machine

19000 - Machine Tool Operation And Repair Occupati
19010 - Machine-Tool Operator (Tool Room)
19040 - Tool And Die Maker

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
21030 - Material Coordinator
21040 - Material Expediter
21050 - Material Handling Laborer
21071 - Order Filler
21080 - Production Line Worker (Food Processing)
21110 - Shipping Packer
21130 - Shipping/Receiving Clerk
21140 - Store Worker I
21150 - Stock Clerk
21210 - Tools And Parts Attendant
21410 - Warehouse Specialist

23000 - Mechanics And Maintenance And Repair Occup
23010 - Aerospace Structural Welder
23019 - Aircraft Logs and Records Technician
23021 - Aircraft Mechanic I
23022 - Aircraft Mechanic II
23023 - Aircraft Mechanic III

23040 - Aircraft Mechanic Helper
23050 - Aircraft, Painter
23060 - Aircraft Servicer
23070 - Aircraft Survival Flight Equipment Technician
23080 - Aircraft Worker
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II
23110 - Appliance Mechanic
23120 - Bicycle Repairer
23125 - Cable Splicer
23130 - Carpenter, Maintenance
23140 - Carpet Layer
23160 - Electrician, Maintenance
23181 - Electronics Technician Maintenance I
23182 - Electronics Technician Maintenance II
23183 - Electronics Technician Maintenance III
23260 - Fabric Worker
23290 - Fire Alarm System Mechanic
23310 - Fire Extinguisher Repairer
23311 - Fuel Distribution System Mechanic
23312 - Fuel Distribution System Operator
23370 - General Maintenance Worker
23380 - Ground Support Equipment Mechanic
23381 - Ground Support Equipment Servicer
23382 - Ground Support Equipment Worker
23391 - Gunsmith I
23392 - Gunsmith II
23393 - Gunsmith III
23410 - Heating, Ventilation And Air-Conditioning Mechanic
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
23440 - Heavy Equipment Operator
23460 - Instrument Mechanic
23465 - Laboratory/Shelter Mechanic
23470 - Laborer

23510 - Locksmith
23530 - Machinery Maintenance Mechanic
23550 - Machinist, Maintenance
23580 - Maintenance Trades Helper
23591 - Metrology Technician I
23592 - Metrology Technician II
23593 - Metrology Technician III
23640 - Millwright
23710 - Office Appliance Repairer
23760 - Painter, Maintenance
23790 - Pipefitter, Maintenance
23810 - Plumber, Maintenance
23820 - Pneudraulic Systems Mechanic
23850 - Rigger
23870 - Scale Mechanic
23890 - Sheet-Metal Worker, Maintenance
23910 - Small Engine Mechanic
23931 - Telecommunications Mechanic I
23932 - Telecommunications Mechanic II
23950 - Telephone Lineman
23960 - Welder, Combination, Maintenance
23965 - Well Driller
23970 - Woodcraft Worker
23980 - Woodworker

24000 - Personal Needs Occupations
24550 - Case Manager
24570 - Child Care Attendant
24580 - Child Care Center Clerk
24610 - Chore Aide
24620 - Family Readiness And Support Services Coordinator
24630 - Homemaker

25000 - Plant And System Operations Occupations
25010 - Boiler Tender
25040 - Sewage Plant Operator
25070 - Stationary Engineer
25190 - Ventilation Equipment Tender
25210 - Water Treatment Plant Operator

27000 - Protective Service Occupations
27004 - Alarm Monitor
27007 - Baggage Inspector
27008 - Corrections Officer
27010 - Court Security Officer
27030 - Detection Dog Handler
27040 - Detention Officer
27070 - Firefighter
27101 - Guard I
27102 - Guard II
27131 - Police Officer I
27132 - Police Officer II

28000 - Recreation Occupations
28041 - Carnival Equipment Operator
28042 - Carnival Equipment Repairer
28043 - Carnival Worker
28210 - Gate Attendant/Gate Tender
28310 - Lifeguard
28350 - Park Attendant (Aide)
28510 - Recreation Aide/Health Facility Attendant
28515 - Recreation Specialist
28630 - Sports Official
28690 - Swimming Pool Operator

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

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO)
30011 - Air Traffic Control Specialist, Station (HFO)
30012 - Air Traffic Control Specialist, Terminal (HFO)

30021 - Archeological Technician I
30022 - Archeological Technician II
30023 - Archeological Technician III
30030 - Cartographic Technician
30040 - Civil Engineering Technician
30051 - Cryogenic Technician I
30052 - Cryogenic Technician II
30061 - Drafter/CAD Operator I
30062 - Drafter/CAD Operator II
30063 - Drafter/CAD Operator III
30064 - Drafter/CAD Operator IV
30081 - Engineering Technician I
30082 - Engineering Technician II
30083 - Engineering Technician III
30084 - Engineering Technician IV
30085 - Engineering Technician V
30086 - Engineering Technician VI
30090 - Environmental Technician
30095 - Evidence Control Specialist
30210 - Laboratory Technician
30221 - Latent Fingerprint Technician I
30222 - Latent Fingerprint Technician II
30240 - Mathematical Technician
30361 - Paralegal/Legal Assistant I
30362 - Paralegal/Legal Assistant II
30363 - Paralegal/Legal Assistant III
30364 - Paralegal/Legal Assistant IV
30375 - Petroleum Supply Specialist
30390 - Photo-Optics Technician
30395 - Radiation Control Technician
30461 - Technical Writer I
30462 - Technical Writer II
30463 - Technical Writer III
30491 - Unexploded Ordnance (UXO) Technician I
30492 - Unexploded Ordnance (UXO) Technician II
30493 - Unexploded Ordnance (UXO) Technician III
30494 - Unexploded (UXO) Safety Escort
30495 - Unexploded (UXO) Sweep Personnel
30501 - Weather Forecaster I
30502 - Weather Forecaster II

30620 - Weather Observer, Combined Upper Air Or Surface Programs
30621 - Weather Observer, Senior

31000 - Transportation/Mobile Equipment Operation
31010 - Airplane Pilot
31020 - Bus Aide
31030 - Bus Driver
31043 - Driver Courier
31260 - Parking and Lot Attendant
31290 - Shuttle Bus Driver
31310 - Taxi Driver
31361 - Truckdriver, Light
31362 - Truckdriver, Medium
31363 - Truckdriver, Heavy
31364 - Truckdriver, Tractor-Trailer

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
99030 - Cashier
99050 - Desk Clerk
99095 - Embalmer
99130 - Flight Follower
99251 - Laboratory Animal Caretaker I
99252 - Laboratory Animal Caretaker II
99260 - Marketing Analyst
99310 - Mortician
99410 - Pest Controller
99510 - Photofinishing Worker
99710 - Recycling Laborer
99711 - Recycling Specialist
99730 - Refuse Collector
99810 - Sales Clerk
99820 - School Crossing Guard
99830 - Survey Party Chief
99831 - Surveying Aide
99832 - Surveying Technician
99840 - Vending Machine Attendant
99841 - Vending Machine Repairer
99842 - Vending Machine Repairer Helper

Note: Executive Order (EO) 13706, Establishing Pai
Contractors, applies to all contracts subject to t
the contract is awarded (and any solicitation was
2017. If this contract is covered by the EO, the
with 1 hour of paid sick leave for every 30 hours
sick leave each year. Employees must be permitted
own illness, injury or other health-related needs,
assist a family member (or person who is like fami
injured, or has other health-related needs, includ
reasons resulting from, or to assist a family memb
to the employee) who is the victim of, domestic vi
stalking. Additional information on contractor re
under the EO is available at www.dol.gov/whd/govco

Note: Executive Order 13658 generally applies to c
Contract Act that were awarded on or between Janua
and that have not been renewed or extended on or a
contract is subject to Executive Order 13658, the
workers at least $13.65 per hour (or the applicabl
Additional information on contractor requirements
Executive Order 13658 is available at www.dol.gov/

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING

HEALTH & WELFARE: $5.55 per hour, up to 40 hours p
$962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 4
week, or $882.27 per month*

*This rate is to be used only when compensating em
covered contract also covered by EO 13706, Establi
Contractors. A contractor may not receive credit
paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of se
successor, 3 weeks after 5 years, and 4 weeks afte
includes the whole span of continuous service with
successor, wherever employed, and with the predece

performance of similar work at the same Federal fa

HOLIDAYS: A minimum of eleven paid holidays per ye
Luther King Jr.'s Birthday, Washington's Birthday,
National Independence Day, Independence Day, Labor
Day, Thanksgiving Day, and Christmas Day. (A contr
the named holidays another day off with pay in acc
to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN P

1) COMPUTER EMPLOYEES: This wage determination d
employed in a bona fide executive, administrative,
defined in 29 C.F.R. Part 541. (See 41 C.F.R. 670
Systems Analysts and Computer Programmers who are
at least $684 per week if paid on a salary or fee
computer professionals under 29 U.S.C. 213(a)(1) a
determination may not include wage rates for all o
families. In such instances, a conformance will b
employees in these job families working on the con

Job titles vary widely and change quickly in the c
determinative of whether an employee is an exempt
exempt, computer employees who satisfy the compens
a primary duty that consists of:

    (1) The application of systems analysis techni
consulting with users, to determine hardware, soft
specifications;

    (2) The design, development, documentation, an
modification of computer systems or programs, incl
related to user or system design specifications;

    (3) The design, documentation, testing, creati
programs related to machine operating systems; or

    (4) A combination of the aforementioned duties

requires the same level of skills. (29 C.F.R. 541

Any computer employee who meets the applicable com
above duties test qualifies as an exempt computer
13(a)(1) and section 13(a)(17) of the Fair Labor S
Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly
apply to any exempt computer employee regardless o
utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS
work at night as part of a regular tour of duty, y
and receive an additional 10% of basic pay for any
 If you are a full-time employed (40 hours a week)
regularly scheduled workweek, you are paid at your
premium of 25% of your basic rate for each hour of
(i.e. occasional work on Sunday outside the normal
overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employe
represents a high degree of hazard when working wi
ordnance, explosives, and incendiary materials. T
screening, blending, dying, mixing, and pressing o
and pyrotechnic compositions such as lead azide, b
 All dry-house activities involving propellants or
modification, renovation, demolition, and maintena
ordnance, explosives and incendiary materials. Al
and cleaning of artillery ranges.

A 4 percent differential is applicable to employee
represents a low degree of hazard when working wit
ordnance, (or employees possibly adjacent to) expl
which involves potential injury such as laceration
employee engaged in the operation, irritation of t
minimal damage to immediate or adjacent work area
operations involving, unloading, storage, and haul
incendiary ordnance material other than small arms
are only applicable to work that has been specific

ordnance, explosives, and incendiary material diff

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the
(either by the terms of the Government contract, b
local law, etc.), the cost of furnishing such unif
laundering or dry cleaning) such uniforms is an ex
employee where such cost reduces the hourly rate b
determination. The Department of Labor will accept
following standards as compliance:

The contractor or subcontractor is required to fur
adequate number of uniforms without cost or to rei
cost of the uniforms. In addition, where uniform
the responsibility of the employee, all contractor
this wage determination shall (in the absence of a
agreement providing for a different amount, or the
affirmative proof as to the actual cost), reimburs
and maintenance at a rate of $3.35 per week (or $.
those instances where the uniforms furnished are m
materials, may be routinely washed and dried with
not require any special treatment such as dry clea
laundering in order to meet the cleanliness or app
of the Government contract, by the contractor, by
there is no requirement that employees be reimburs

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS *

The duties of employees under job titles listed ar
""""Service Contract Act Directory of Occupations"
dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIF
Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any cla
not listed herein and which is to be employed unde

be performed is not performed by any classificatio
determination), be classified by the contractor so
relationship (i.e., appropriate level of skill com
classifications and the classifications listed in
4.6(b)(2)(i)). Such conforming procedures shall b
prior to the performance of contract work by such
(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Div
determination of conformed classification, wage ra
shall be paid to all employees performing in the c
of work on which contract work is performed by the
to pay such unlisted employees the compensation ag
parties and/or fully determined by the Wage and Ho
date such class of employees commenced contract wo
and this contract. (See 29 CFR 4.6(b)(2)(v)). Whe
included in a contract, a separate SF-1444 should
determination to which a class(es) is to be confor

The process for preparing a conformance request is

1) When preparing the bid, the contractor identifi
occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a
the proposed classification title(s), a Federal gr
proposed classification(s), job description(s), an
rate(s), including information regarding the agree
authorized representative of the employees involve
representative, the employees themselves. This rep
contracting officer no later than 30 days after su
performs any contract work.

3) The contracting officer reviews the proposed ac
of the action, together with the agency's recommen
information including the position of the contract
Department of Labor, Wage and Hour Division, for r

4) Within 30 days of receipt, the Wage and Hour Di
disapproves the action via transmittal to the agen
notifies the contracting officer that additional t
the request.

5) The contracting officer transmits the Wage and
contractor.

6) Each affected employee shall be furnished by th
of such determination or it shall be posted as a p
29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be su

When preparing a conformance request, the """"Serv
Occupations"""" should be used to compare job defi
requested are not performed by a classification al
determination. Remember, it is not the job title,
determine whether a class is included in an establ
Conformances may not be used to artificially split
classifications listed in the wage determination (

History

Jun 25, 2026
2015-4047 - Revision 34

May 13, 2026
2015-4047 - Revision 33

Dec 03, 2025
2015-4047 - Revision 32

Aug 06, 2025
2015-4047 - Revision 31

Jul 08, 2025
2015-4047 - Revision 30

Dec 23, 2024
2015-4047 - Revision 29

Jul 22, 2024
2015-4047 - Revision 27

Apr 05, 2024
2015-4047 - Revision 26

Dec 26, 2023
2015-4047 - Revision 25

Jun 30, 2023
2015-4047 - Revision 24

May 09, 2023
2015-4047 - Revision 23

Dec 27, 2022
2015-4047 - Revision 22

Jun 27, 2022
2015-4047 - Revision 21

Apr 19, 2022
2015-4047 - Revision 20

Mar 15, 2022
2015-4047 - Revision 19

Dec 27, 2021
2015-4047 - Revision 18

- **Oct 20, 2021**
  2015-4047 - Revision 17
- **Jul 21, 2021**
  2015-4047 - Revision 16
- **Apr 08, 2021**
  2015-4047 - Revision 15
- **Dec 21, 2020**
  2015-4047 - Revision 14
- **Apr 09, 2020**
  2015-4047 - Revision 13
- **Dec 23, 2019**
  2015-4047 - Revision 12
- **Jul 16, 2019**
  2015-4047 - Revision 11
- **Apr 25, 2019**
  2015-4047 - Revision 10
- **Dec 26, 2018**
  2015-4047 - Revision 9
- **Jul 03, 2018**
  2015-4047 - Revision 8
- **Apr 12, 2018**
  2015-4047 - Revision 7
- **Jan 10, 2018**
  2015-4047 - Revision 6

Dec 26, 2017
2015-4047 - Revision 5

Jul 25, 2017
2015-4047 - Revision 4

May 08, 2017
2015-4047 - Revision 3

Dec 30, 2016
2015-4047 - Revision 2

Nov 18, 2016
2015-4047 - Revision 1

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