

WD 15-4009 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

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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                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4009  
Revision No.: 6  
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

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

ANDROSCOGGIN COUNTY: Livermore Falls, Livermore

CUMBERLAND COUNTY: Bridgton, Brunswick, Harpswell, Harrison

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, Somerville, South Bristol, Southport, Waldoboro, Westport, Whitefield, Wiscasset

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, Richardsontown, Riley, Roxbury, Rumford, Stoneham, Stow, Sumner, Sweden, Township C, Upper Cupsuptic, Upton, Waterford, West Paris, Woodstock

SAGadahoc COUNTY: Arrowsic, Bath, Bowdoin, Bowdoinham, Georgetown, Perkins, Phippsburg, Richmond, Topsham, West Bath, Woolwich

SOMERSET COUNTY: Alder Brook, Anson, Appleton, Athens, Attean, Bald Mountain, Big Six, Big Ten, Big W, Bingham, Blake Gore, Bowtown, Bradstreet, Brassua, Brighton, Cambridge, Canaan, Caratunk, Carrying Place, Chase Stream, Comstock, Concord, Cornville, Dead River, Dennistown, Detroit, Dole Brook, East Moxie, Elm Stream, Embden, Fairfield, Flagstaff, Forysth, Hammond, Harmony, Hartland, Highland, Hobbstown, Holeb, Indian Stream, Jackman, Johnson Mountain, King and Bartlett, Lexington, Little W, Long Pond, Lower Enchanted, Madison, Mayfield, Mercer, Misery Gore, Misery, Moose River, Moscow, Moxie Gore, New Portland, Norridgewock, Palmyra, Parlin Pond, Pierce Pond, Pittsfield, Pittston Academy, Pleasant Ridge, Plymouth, Prentiss, Ripley, Rockwood Strip, Russell Pond, Sandbar Tract, Sandwich Academy, Sandy Bay, Sapling, Seboomook Lake, Skowhegan, Smithfield, Solon, Somerset/Bald Mountain, Squaretown, St. John, St. Albans, Starks, Taunton and Raynham, The Forks, Thorndike, Tomhegan, Upper Enchanted, West Forks, West Middlesex

WALDO COUNTY: Belfast, Belmont, Brooks, Burnham, Frankfort, Freedom, Isleboro, Jackson, Knox, Liberty, Lincolnville, Monroe, Montville, Morrill, Northport, Palermo, Prospect, Searsmont, Searsport, Stockton Springs, Swanville, Thorndike, Troy, Unity, Waldo

YORK COUNTY: Acton, Alfred, Newfield, North Berwick, Ogunquit, Parsonfield, Sanford, Shapleigh, Wells, York

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.73
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		21.94
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		12.74
01042 - Customer Service Representative II		14.32
01043 - Customer Service Representative III		15.63
01051 - Data Entry Operator I		13.51
01052 - Data Entry Operator II		14.74
01060 - Dispatcher, Motor Vehicle		16.97
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.24
01111 - General Clerk I		13.36
01112 - General Clerk II		14.57
01113 - General Clerk III		16.35
01120 - Housing Referral Assistant		19.78
01141 - Messenger Courier		12.47
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		15.85
01262 - Personnel Assistant (Employment) II		17.74
01263 - Personnel Assistant (Employment) III		19.77
01270 - Production Control Clerk		24.07
01290 - Rental Clerk		11.05
01300 - Scheduler, Maintenance		15.86
01311 - Secretary I		15.86
01312 - Secretary II		17.75
01313 - Secretary III		19.78
01320 - Service Order Dispatcher		13.96
01410 - Supply Technician		21.94
01420 - Survey Worker		13.67
01460 - Switchboard Operator/Receptionist		13.69
01531 - Travel Clerk I		13.58
01532 - Travel Clerk II		14.93
01533 - Travel Clerk III		16.40
01611 - Word Processor I		15.19
01612 - Word Processor II		17.05
01613 - Word Processor III		19.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.75
05010 - Automotive Electrician		16.33
05040 - Automotive Glass Installer		15.63
05070 - Automotive Worker		15.63
05110 - Mobile Equipment Servicer		14.28
05130 - Motor Equipment Metal Mechanic		17.00
05160 - Motor Equipment Metal Worker		15.63
05190 - Motor Vehicle Mechanic		17.00
05220 - Motor Vehicle Mechanic Helper		13.74
05250 - Motor Vehicle Upholstery Worker		14.93
05280 - Motor Vehicle Wrecker		15.63
05310 - Painter, Automotive		16.33
05340 - Radiator Repair Specialist		15.63
05370 - Tire Repairer		11.79
05400 - Transmission Repair Specialist		17.00
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.43
07041 - Cook I		13.40
07042 - Cook II		14.95
07070 - Dishwasher		9.87
07130 - Food Service Worker		10.48
07210 - Meat Cutter		15.18
07260 - Waiter/Waitress		10.00
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.36
09040 - Furniture Handler		13.43
09080 - Furniture Refinisher		17.63
09090 - Furniture Refinisher Helper		15.03
09110 - Furniture Repairer, Minor		16.45

09130 - Upholsterer	17.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.92
11060 - Elevator Operator	11.92
11090 - Gardener	15.84
11122 - Housekeeping Aide	13.19
11150 - Janitor	13.19
11210 - Laborer, Grounds Maintenance	15.02
11240 - Maid or Houseman	10.25
11260 - Pruner	14.14
11270 - Tractor Operator	16.82
11330 - Trail Maintenance Worker	15.02
11360 - Window Cleaner	14.13
12000 - Health Occupations	
12010 - Ambulance Driver	16.50
12011 - Breath Alcohol Technician	18.12
12012 - Certified Occupational Therapist Assistant	23.94
12015 - Certified Physical Therapist Assistant	22.15
12020 - Dental Assistant	17.77
12025 - Dental Hygienist	29.04
12030 - EKG Technician	27.91
12035 - Electroneurodiagnostic Technologist	27.91
12040 - Emergency Medical Technician	16.50
12071 - Licensed Practical Nurse I	16.20
12072 - Licensed Practical Nurse II	18.12
12073 - Licensed Practical Nurse III	20.20
12100 - Medical Assistant	15.51
12130 - Medical Laboratory Technician	20.69
12160 - Medical Record Clerk	15.17
12190 - Medical Record Technician	16.97
12195 - Medical Transcriptionist	18.36
12210 - Nuclear Medicine Technologist	39.25
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.09
12223 - Nursing Assistant III	14.28
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	15.63
12236 - Optical Technician	15.93
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	14.94
12305 - Radiologic Technologist	27.46
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75
12313 - Registered Nurse II, Specialist	29.75
12314 - Registered Nurse III	36.00
12315 - Registered Nurse III, Anesthetist	36.00
12316 - Registered Nurse IV	43.15
12317 - Scheduler (Drug and Alcohol Testing)	21.00
12320 - Substance Abuse Treatment Counselor	25.10
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.25
13012 - Exhibits Specialist II	20.11
13013 - Exhibits Specialist III	24.96
13041 - Illustrator I	16.25
13042 - Illustrator II	20.11
13043 - Illustrator III	24.62
13047 - Librarian	22.26
13050 - Library Aide/Clerk	11.74
13054 - Library Information Technology Systems Administrator	20.10
13058 - Library Technician	16.26
13061 - Media Specialist I	14.50
13062 - Media Specialist II	16.23
13063 - Media Specialist III	18.09
13071 - Photographer I	15.36
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	15.49
13110 - Video Teleconference Technician	17.37
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.76
14042 - Computer Operator II	18.75
14043 - Computer Operator III	20.90
14044 - Computer Operator IV	23.23
14045 - Computer Operator V	25.73
14071 - Computer Programmer I	(see 1) 18.41
14072 - Computer Programmer II	(see 1) 22.82
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		16.76
14160	- Personal Computer Support Technician		25.11
14170	- System Support Specialist		26.64
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		27.36
15020	- Aircrew Training Devices Instructor (Rated)		33.68
15030	- Air Crew Training Devices Instructor (Pilot)		39.68
15050	- Computer Based Training Specialist / Instructor		27.36
15060	- Educational Technologist		28.09
15070	- Flight Instructor (Pilot)		39.68
15080	- Graphic Artist		21.34
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		39.68
15086	- Maintenance Test Pilot, Rotary Wing		39.68
15088	- Non-Maintenance Test/Co-Pilot		39.68
15090	- Technical Instructor		18.85
15095	- Technical Instructor/Course Developer		23.06
15110	- Test Proctor		15.22
15120	- Tutor		15.22
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		11.69
16030	- Counter Attendant		11.69
16040	- Dry Cleaner		13.65
16070	- Finisher, Flatwork, Machine		11.69
16090	- Presser, Hand		11.69
16110	- Presser, Machine, Drycleaning		11.69
16130	- Presser, Machine, Shirts		11.69
16160	- Presser, Machine, Wearing Apparel, Laundry		11.69
16190	- Sewing Machine Operator		14.36
16220	- Tailor		15.11
16250	- Washer, Machine		12.25
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		22.35
19040	- Tool And Die Maker		26.64
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		15.73
21030	- Material Coordinator		24.07
21040	- Material Expediter		24.07
21050	- Material Handling Laborer		12.72
21071	- Order Filler		11.15
21080	- Production Line Worker (Food Processing)		15.73
21110	- Shipping Packer		16.34
21130	- Shipping/Receiving Clerk		16.34
21140	- Store Worker I		13.97
21150	- Stock Clerk		17.03
21210	- Tools And Parts Attendant		15.73
21410	- Warehouse Specialist		15.73
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		24.57
23019	- Aircraft Logs and Records Technician		20.42
23021	- Aircraft Mechanic I		23.48
23022	- Aircraft Mechanic II		24.57
23023	- Aircraft Mechanic III		25.61
23040	- Aircraft Mechanic Helper		18.52
23050	- Aircraft, Painter		22.35
23060	- Aircraft Servicer		20.42
23070	- Aircraft Survival Flight Equipment Technician		22.35
23080	- Aircraft Worker		21.37
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I		21.37
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II		23.48
23110	- Appliance Mechanic		18.65
23120	- Bicycle Repairer		15.21
23125	- Cable Splicer		26.47
23130	- Carpenter, Maintenance		18.53
23140	- Carpet Layer		19.16
23160	- Electrician, Maintenance		22.66
23181	- Electronics Technician Maintenance I		23.51
23182	- Electronics Technician Maintenance II		26.10
23183	- Electronics Technician Maintenance III		27.57
23260	- Fabric Worker		20.08
23290	- Fire Alarm System Mechanic		21.00
23310	- Fire Extinguisher Repairer		18.99
23311	- Fuel Distribution System Mechanic		23.73
23312	- Fuel Distribution System Operator		19.85
23370	- General Maintenance Worker		18.08
23380	- Ground Support Equipment Mechanic		23.48
23381	- Ground Support Equipment Servicer		20.42

23382	- Ground Support Equipment Worker	21.37
23391	- Gunsmith I	18.99
23392	- Gunsmith II	21.19
23393	- Gunsmith III	23.48
23410	- Heating, Ventilation And Air-Conditioning Mechanic	20.27
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.96
23430	- Heavy Equipment Mechanic	19.19
23440	- Heavy Equipment Operator	16.37
23460	- Instrument Mechanic	23.48
23465	- Laboratory/Shelter Mechanic	22.35
23470	- Laborer	12.72
23510	- Locksmith	21.04
23530	- Machinery Maintenance Mechanic	23.96
23550	- Machinist, Maintenance	24.24
23580	- Maintenance Trades Helper	14.01
23591	- Metrology Technician I	23.48
23592	- Metrology Technician II	24.57
23593	- Metrology Technician III	25.61
23640	- Millwright	25.12
23710	- Office Appliance Repairer	20.80
23760	- Painter, Maintenance	19.95
23790	- Pipefitter, Maintenance	24.00
23810	- Plumber, Maintenance	21.19
23820	- Pneudraulic Systems Mechanic	23.48
23850	- Rigger	23.48
23870	- Scale Mechanic	21.19
23890	- Sheet-Metal Worker, Maintenance	21.30
23910	- Small Engine Mechanic	15.58
23931	- Telecommunications Mechanic I	25.09
23932	- Telecommunications Mechanic II	26.43
23950	- Telephone Lineman	29.74
23960	- Welder, Combination, Maintenance	22.26
23965	- Well Driller	22.69
23970	- Woodcraft Worker	23.48
23980	- Woodworker	17.79
24000	- Personal Needs Occupations	
24550	- Case Manager	15.27
24570	- Child Care Attendant	10.77
24580	- Child Care Center Clerk	13.98
24610	- Chore Aide	10.93
24620	- Family Readiness And Support Services Coordinator	15.27
24630	- Homemaker	15.27
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.86
25040	- Sewage Plant Operator	21.89
25070	- Stationary Engineer	22.86
25190	- Ventilation Equipment Tender	17.48
25210	- Water Treatment Plant Operator	21.89
27000	- Protective Service Occupations	
27004	- Alarm Monitor	19.50
27007	- Baggage Inspector	14.46
27008	- Corrections Officer	19.46
27010	- Court Security Officer	20.42
27030	- Detection Dog Handler	18.98
27040	- Detention Officer	19.46
27070	- Firefighter	19.24
27101	- Guard I	14.46
27102	- Guard II	18.98
27131	- Police Officer I	20.49
27132	- Police Officer II	22.78
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	10.98
28042	- Carnival Equipment Repairer	12.53
28043	- Carnival Worker	9.65
28210	- Gate Attendant/Gate Tender	14.87
28310	- Lifeguard	11.01
28350	- Park Attendant (Aide)	16.63
28510	- Recreation Aide/Health Facility Attendant	12.14
28515	- Recreation Specialist	18.50
28630	- Sports Official	13.25
28690	- Swimming Pool Operator	18.70
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	24.13
29020	- Hatch Tender	24.13
29030	- Line Handler	23.96
29041	- Stevedore I	21.30
29042	- Stevedore II	25.38
30000	- Technical Occupations	

30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	40.61
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	28.01
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.84
30021	- Archeological Technician I	18.28
30022	- Archeological Technician II	20.45
30023	- Archeological Technician III	25.34
30030	- Cartographic Technician	25.34
30040	- Civil Engineering Technician	24.55
30051	- Cryogenic Technician I	28.06
30052	- Cryogenic Technician II	30.99
30061	- Drafter/CAD Operator I	18.28
30062	- Drafter/CAD Operator II	20.45
30063	- Drafter/CAD Operator III	22.80
30064	- Drafter/CAD Operator IV	28.06
30081	- Engineering Technician I	15.49
30082	- Engineering Technician II	17.38
30083	- Engineering Technician III	19.45
30084	- Engineering Technician IV	24.10
30085	- Engineering Technician V	29.48
30086	- Engineering Technician VI	35.66
30090	- Environmental Technician	17.86
30095	- Evidence Control Specialist	25.34
30210	- Laboratory Technician	21.36
30221	- Latent Fingerprint Technician I	28.06
30222	- Latent Fingerprint Technician II	30.99
30240	- Mathematical Technician	25.34
30361	- Paralegal/Legal Assistant I	20.12
30362	- Paralegal/Legal Assistant II	24.94
30363	- Paralegal/Legal Assistant III	30.50
30364	- Paralegal/Legal Assistant IV	36.90
30375	- Petroleum Supply Specialist	30.99
30390	- Photo-Optics Technician	22.49
30395	- Radiation Control Technician	30.99
30461	- Technical Writer I	25.34
30462	- Technical Writer II	30.99
30463	- Technical Writer III	37.50
30491	- Unexploded Ordnance (UXO) Technician I	25.81
30492	- Unexploded Ordnance (UXO) Technician II	31.23
30493	- Unexploded Ordnance (UXO) Technician III	37.43
30494	- Unexploded (UXO) Safety Escort	25.81
30495	- Unexploded (UXO) Sweep Personnel	25.81
30501	- Weather Forecaster I	28.06
30502	- Weather Forecaster II	34.13
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.80
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.34
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	31.23
31020	- Bus Aide	12.62
31030	- Bus Driver	16.14
31043	- Driver Courier	14.03
31260	- Parking and Lot Attendant	10.84
31290	- Shuttle Bus Driver	14.80
31310	- Taxi Driver	11.18
31361	- Truckdriver, Light	14.80
31362	- Truckdriver, Medium	15.62
31363	- Truckdriver, Heavy	17.03
31364	- Truckdriver, Tractor-Trailer	17.03
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	15.22
99030	- Cashier	9.29
99050	- Desk Clerk	12.72
99095	- Embalmer	24.30
99130	- Flight Follower	25.81
99251	- Laboratory Animal Caretaker I	13.36
99252	- Laboratory Animal Caretaker II	14.20
99260	- Marketing Analyst	34.14
99310	- Mortician	24.30
99410	- Pest Controller	16.17
99510	- Photofinishing Worker	14.91
99710	- Recycling Laborer	13.57
99711	- Recycling Specialist	15.26
99730	- Refuse Collector	12.74
99810	- Sales Clerk	12.44
99820	- School Crossing Guard	11.35
99830	- Survey Party Chief	19.27
99831	- Surveying Aide	13.14
99832	- Surveying Technician	17.52
99840	- Vending Machine Attendant	11.32
99841	- Vending Machine Repairer	15.52
99842	- Vending Machine Repairer Helper	11.33

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).