

REGISTER OF WAGE DETERMINATIONS UNDER THE  
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

William W. Gross Director    Division of Wage  
Determinations

Wage Determination No.: 1994-2241

Revision No.: 26

Date of Last Revision: 08/17/2004

State: Maine  
Area: Maine Statewide

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

**OCCUPATION CODE - TITLE**

**MINIMUM WAGE RATE**

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	8 .69
01012 - Accounting Clerk II	9 .97
01013 - Accounting Clerk III	11 .42
01014 - Accounting Clerk IV	13 .64
01030 - Court Reporter	12 .33
01050 - Dispatcher, Motor Vehicle	13 .61
01060 - Document Preparation Clerk	10 .86
01070 - Messenger (Courier)	8 .90
01090 - Duplicating Machine Operator	10 .86
01110 - Film/Tape Librarian	10 .06
01115 - General Clerk I	7 .55
01116 - General Clerk II	8 .56
01117 - General Clerk III	10 .90
01118 - General Clerk IV	11 .94
01120 - Housing Referral Assistant	14 .15
01131 - Key Entry Operator I	10 .28
01132 - Key Entry Operator II	12 .93
01191 - Order Clerk I	10 .54
01192 - Order Clerk II	13 .73
01261 - Personnel Assistant (Employment) I	10 .26
01262 - Personnel Assistant (Employment) II	11 .54
01263 - Personnel Assistant (Employment) III	12 .85
01264 - Personnel Assistant (Employment) IV	14 .12
01270 - Production Control Clerk	17 .15
01290 - Rental Clerk	10 .06
01300 - Scheduler, Maintenance	11 .42
01311 - Secretary I	11 .42
01312 - Secretary II	12 .73
01313 - Secretary III	13 .99
01314 - Secretary IV	17 .24
01315 - Secretary V	18 .35

01320 - Service Order Dispatcher	10 .08
01341 - Stenographer I	9 .85
01342 - Stenographer II	11 .58
01400 - Supply Technician	17 .24
01420 - Survey Worker (Interviewer)	11 .21
01460 - Switchboard Operator-Receptionist	10 .35
01510 - Test Examiner	12 .73
01520 - Test Proctor	12 .73
01531 - Travel Clerk I	10 .28
01532 - Travel Clerk II	11 .40
01533 - Travel Clerk III	12 .64
01611 - Word Processor I	11 .44
01612 - Word Processor II	14 .73
01613 - Word Processor III	16 .34

**03000 - Automatic Data Processing Occupations**

03010 - Computer Data Librarian	10 .73
03041 - Computer Operator I	11 .96
03042 - Computer Operator II	14 .62
03043 - Computer Operator III	16 .18
03044 - Computer Operator IV	18 .11
03045 - Computer Operator V	20 .08
03071 - Computer Programmer I (1)	13 .98
03072 - Computer Programmer II (1)	17 .32
03073 - Computer Programmer III (1)	22 .07
03074 - Computer Programmer IV (1)	26 .46
03101 - Computer Systems Analyst I (1)	26 .00
03102 - Computer Systems Analyst II (1)	27 .62
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	12 .33

**05000 - Automotive Service Occupations**

05005 - Automotive Body Repairer, Fiberglass	14 .60
05010 - Automotive Glass Installer	13 .21
05040 - Automotive Worker	13 .21
05070 - Electrician, Automotive	14 .15
05100 - Mobile Equipment Servicer	12 .08
05130 - Motor Equipment Metal Mechanic	14 .21
05160 - Motor Equipment Metal Worker	13 .21
05190 - Motor Vehicle Mechanic	14 .21
05220 - Motor Vehicle Mechanic Helper	12 .03
05250 - Motor Vehicle Upholstery Worker	12 .65
05280 - Motor Vehicle Wrecker	13 .21
05310 - Painter, Automotive	14 .15
05340 - Radiator Repair Specialist	13 .21
05370 - Tire Repairer	11 .67
05400 - Transmission Repair Specialist	14 .21

**07000 - Food Preparation and Service Occupations**

(not set) - Food Service Worker	8 .32
07010 - Baker	11 .03
07041 - Cook I	10 .09
07042 - Cook II	11 .03
07070 - Dishwasher	7 .73
07130 - Meat Cutter	12 .68
07250 - Waiter/Waitress	8 .38

**09000 - Furniture Maintenance and Repair Occupations**

09010 - Electrostatic Spray Painter	17 .35
09040 - Furniture Handler	11 .81
09070 - Furniture Refinisher	14 .57
09100 - Furniture Refinisher Helper	12 .42
09110 - Furniture Repairer, Minor	13 .59
09130 - Upholsterer	14 .57

**11030 - General Services and Support Occupations**

11030 - Cleaner, Vehicles	8 .90
11060 - Elevator Operator	9 .67
11090 - Gardener	11 .95
11121 - House Keeping Aid I	8 .52
11122 - House Keeping Aid II	9 .67
11150 - Janitor	10 .02
11210 - Laborer, Grounds Maintenance	10 .31
11240 - Maid or Houseman	8 .52
11270 - Pest Controller	11 .85
11300 - Refuse Collector	10 .31
11330 - Tractor Operator	10 .86
11360 - Window Cleaner	10 .30

**12000 - Health Occupations**

12020 - Dental Assistant	12 .22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10 .93
12071 - Licensed Practical Nurse I	11 .81
12072 - Licensed Practical Nurse II	13 .25
12073 - Licensed Practical Nurse III	14 .82
12100 - Medical Assistant	12 .52
12130 - Medical Laboratory Technician	12 .36
12160 - Medical Record Clerk	9 .77
12190 - Medical Record Technician	13 .54
12221 - Nursing Assistant I	8 .57
12222 - Nursing Assistant II	9 .63
12223 - Nursing Assistant III	10 .52
12224 - Nursing Assistant IV	11 .79
12250 - Pharmacy Technician	12 .19
12280 - Phlebotomist	12 .36
12311 - Registered Nurse I	18 .22

12312 - Registered Nurse II	22 .30
12313 - Registered Nurse II, Specialist	22 .30
12314 - Registered Nurse III	26 .98
12315 - Registered Nurse III, Anesthetist	26 .98
12316 - Registered Nurse IV	32 .31

### **13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	16 .92
13011 - Exhibits Specialist I	16 .20
13012 - Exhibits Specialist II	20 .05
13013 - Exhibits Specialist III	24 .89
13041 - Illustrator I	16 .20
13042 - Illustrator II	20 .05
13043 - Illustrator III	24 .55
13047 - Librarian	18 .70
13050 - Library Technician	11 .54
13071 - Photographer I	13 .49
13072 - Photographer II	18 .54
13073 - Photographer III	22 .94
13074 - Photographer IV	28 .08
13075 - Photographer V	33 .96

### **15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	7 .90
15030 - Counter Attendant	7 .90
15040 - Dry Cleaner	9 .58
15070 - Finisher, Flatwork, Machine	7 .90
15090 - Presser, Hand	7 .90
15100 - Presser, Machine, Drycleaning	7 .90
15130 - Presser, Machine, Shirts	7 .90
15160 - Presser, Machine, Wearing Apparel, Laundry	7 .90
15190 - Sewing Machine Operator	10 .11
15220 - Tailor	10 .64
15250 - Washer, Machine	8 .49

### **19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	16 .27
19040 - Tool and Die Maker	20 .19

### **21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	16 .73
21020 - Material Coordinator	16 .81
21030 - Material Expediter	16 .81
21040 - Material Handling Laborer	10 .10
21050 - Order Filler	10 .10
21071 - Forklift Operator	12 .44
21080 - Production Line Worker (Food Processing)	12 .74
21100 - Shipping/Receiving Clerk	11 .35

21130 - Shipping Packer	12 .48
21140 - Store Worker I	10 .52
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12 .82
21210 - Tools and Parts Attendant	12 .63
21400 - Warehouse Specialist	12 .74

### **23000 - Mechanics and Maintenance and Repair Occupations**

23010 - Aircraft Mechanic	16 .14
23040 - Aircraft Mechanic Helper	12 .97
23050 - Aircraft Quality Control Inspector	17 .37
23060 - Aircraft Servicer	14 .24
23070 - Aircraft Worker	14 .89
23100 - Appliance Mechanic	14 .57
23120 - Bicycle Repairer	12 .57
23125 - Cable Splicer	19 .23
23130 - Carpenter, Maintenance	14 .75
23140 - Carpet Layer	14 .16
23160 - Electrician, Maintenance	17 .68
23181 - Electronics Technician, Maintenance I	15 .36
23182 - Electronics Technician, Maintenance II	18 .77
23183 - Electronics Technician, Maintenance III	21 .65
23260 - Fabric Worker	13 .75
23290 - Fire Alarm System Mechanic	15 .85
23310 - Fire Extinguisher Repairer	14 .06
23340 - Fuel Distribution System Mechanic	16 .90
23370 - General Maintenance Worker	14 .72
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15 .85
23430 - Heavy Equipment Mechanic	16 .01
23440 - Heavy Equipment Operator	15 .85
23460 - Instrument Mechanic	16 .65
23470 - Laborer	10 .49
23500 - Locksmith	14 .57
23530 - Machinery Maintenance Mechanic	17 .44
23550 - Machinist, Maintenance	16 .02
23580 - Maintenance Trades Helper	12 .74
23640 - Millwright	18 .55
23700 - Office Appliance Repairer	16 .48
23740 - Painter, Aircraft	14 .57
23760 - Painter, Maintenance	14 .57
23790 - Pipefitter, Maintenance	19 .06
23800 - Plumber, Maintenance	16 .82
23820 - Pneudraulic Systems Mechanic	16 .65
23850 - Rigger	17 .32
23870 - Scale Mechanic	15 .74
23890 - Sheet-Metal Worker, Maintenance	15 .85
23910 - Small Engine Mechanic	14 .16
23930 - Telecommunication Mechanic I	17 .60
23931 - Telecommunication Mechanic II	19 .76

23950 - Telephone Lineman	17 .60
23960 - Welder, Combination, Maintenance	15 .85
23965 - Well Driller	15 .85
23970 - Woodcraft Worker	16 .65
23980 - Woodworker	13 .36

#### **24000 - Personal Needs Occupations**

24570 - Child Care Attendant	8 .97
24580 - Child Care Center Clerk	12 .55
24600 - Chore Aid	8 .50
24630 - Homemaker	11 .49

#### **25000 - Plant and System Operation Occupations**

25010 - Boiler Tender	18 .15
25040 - Sewage Plant Operator	15 .63
25070 - Stationary Engineer	18 .15
25190 - Ventilation Equipment Tender	13 .03
25210 - Water Treatment Plant Operator	15 .87

#### **27000 - Protective Service Occupations**

(not set) - Police Officer	20 .49
27004 - Alarm Monitor	13 .40
27006 - Corrections Officer	17 .69
27010 - Court Security Officer	18 .18
27040 - Detention Officer	17 .69
27070 - Firefighter	17 .49
27101 - Guard I	9 .33
27102 - Guard II	18 .65

#### **28000 - Stevedoring/Longshoremen Occupations**

28010 - Blocker and Bracer	16 .06
28020 - Hatch Tender	16 .06
28030 - Line Handler	16 .06
28040 - Stevedore I	14 .08
28050 - Stevedore II	16 .78

#### **29000 - Technical Occupations**

21150 - Graphic Artist	19 .40
29010 - Air Traffic Control Specialist, Center (2)	30 .51
29011 - Air Traffic Control Specialist, Station (2)	20 .03
29012 - Air Traffic Control Specialist, Terminal (2)	22 .06
29023 - Archeological Technician I	15 .93
29024 - Archeological Technician II	17 .80
29025 - Archeological Technician III	34 .22
29030 - Cartographic Technician	20 .22
29035 - Computer Based Training (CBT) Specialist/ Instructor	23 .73
29040 - Civil Engineering Technician	18 .13
29061 - Drafter I	10 .52

29062 - Drafter II	11 .83
29063 - Drafter III	17 .44
29064 - Drafter IV	21 .58
29081 - Engineering Technician I	13 .68
29082 - Engineering Technician II	15 .27
29083 - Engineering Technician III	19 .00
29084 - Engineering Technician IV	21 .94
29085 - Engineering Technician V	25 .02
29086 - Engineering Technician VI	30 .50
29090 - Environmental Technician	16 .24
29100 - Flight Simulator/Instructor (Pilot)	27 .62
29160 - Instructor	19 .40
29210 - Laboratory Technician	14 .87
29240 - Mathematical Technician	20 .70
29361 - Paralegal/Legal Assistant I	15 .91
29362 - Paralegal/Legal Assistant II	21 .07
29363 - Paralegal/Legal Assistant III	25 .78
29364 - Paralegal/Legal Assistant IV	31 .20
29390 - Photooptics Technician	21 .65
29480 - Technical Writer	24 .68
29491 - Unexploded Ordnance (UXO) Technician I	19 .38
29492 - Unexploded Ordnance (UXO) Technician II	23 .45
29493 - Unexploded Ordnance (UXO) Technician III	28 .11
29494 - Unexploded (UXO) Safety Escort	19 .38
29495 - Unexploded (UXO) Sweep Personnel	19 .38
29620 - Weather Observer, Senior (3)	16 .17
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17 .96
29622 - Weather Observer, Upper Air (3)	16 .16

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	13 .94
31260 - Parking and Lot Attendant	8 .05
31290 - Shuttle Bus Driver	11 .94
31300 - Taxi Driver	9 .37
31361 - Truckdriver, Light Truck	11 .94
31362 - Truckdriver, Medium Truck	12 .75
31363 - Truckdriver, Heavy Truck	14 .18
31364 - Truckdriver, Tractor-Trailer	15 .07

**99000 - Miscellaneous Occupations**

99020 - Animal Caretaker	8 .97
99030 - Cashier	8 .11
99041 - Carnival Equipment Operator	9 .90
99042 - Carnival Equipment Repairer	11 .32
99043 - Carnival Worker	8 .71
99050 - Desk Clerk	9 .63
99095 - Embalmer	19 .02
99300 - Lifeguard	10 .19

99310 - Mortician	19 .13
99350 - Park Attendant (Aide)	12 .55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9 .23
99500 - Recreation Specialist	13 .35
99510 - Recycling Worker	12 .79
99610 - Sales Clerk	10 .05
99620 - School Crossing Guard (Crosswalk Attendant)	7 .74
99630 - Sport Official	10 .19
99658 - Survey Party Chief (Chief of Party)	16 .31
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14 .83
99660 - Surveying Aide	11 .13
99690 - Swimming Pool Operator	15 .52
99720 - Vending Machine Attendant	10 .29
99730 - Vending Machine Repairer	14 .11
99740 - Vending Machine Repairer Helper	10 .30

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.59 an hour or \$103.60 a week or \$448.93 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**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 regrading 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 ordance, 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.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

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

contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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