

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.: 2011-0217
Revision No.: 39
Date Of Last Revision: 06/21/2024

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: determination,	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2024.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30,	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 per hour (or the applicable
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2022: determination,	wage rate listed on this wage
	if it is higher) for all hours spent
	performing on the contract in 2024.

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The applicable Executive Order minimum wage rate will be adjusted annually.
Additional
information on contractor requirements and worker protections under the Executive
Orders
is available at www.dol.gov/whd/govcontracts.

States: Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut,
Delaware, District of Columbia, Florida, Georgia, Hawaii, Idaho, Illinois,
Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts,
Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New
Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota,
Ohio, Oklahoma, Oregon, Pennsylvania, Puerto Rico, Rhode Island, South
Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virgin Islands,
Virginia, Washington, West Virginia, Wisconsin, Wyoming

Area: Alaska Statewide
Alabama Statewide
Arkansas Statewide
Arizona Statewide
California Statewide
Colorado Statewide
Connecticut Statewide
District of Columbia Statewide
Delaware Statewide
Florida Statewide
Georgia Statewide
Hawaii Statewide
Iowa Statewide
Idaho Statewide
Illinois Statewide
Indiana Statewide
Kansas Statewide
Kentucky Statewide
Louisiana Statewide
Massachusetts Statewide
Maryland Statewide
Maine Statewide
Michigan Statewide
Minnesota Statewide
Missouri Statewide

Mississippi Statewide
Montana Statewide
North Carolina Statewide
North Dakota Statewide
Nebraska Statewide
New Hampshire Statewide
New Jersey Statewide
New Mexico Statewide
Nevada Statewide
New York Statewide
Ohio Statewide
Oklahoma Statewide
Oregon Statewide
Pennsylvania Statewide
Puerto Rico Statewide
Rhode Island Statewide
South Carolina Statewide
South Dakota Statewide
Tennessee Statewide
Texas Statewide
Utah Statewide
Virginia Statewide
Virgin Islands Statewide
Vermont Statewide
Washington Statewide
Wisconsin Statewide
West Virginia Statewide
Wyoming Statewide
EAST NORTH CENTRAL: Illinois, Indiana, Michigan, Ohio and Wisconsin

EAST SOUTH CENTRAL: Alabama, Kentucky, Mississippi and Tennessee

MIDDLE ATLANTIC: Pennsylvania, New Jersey and New York

MOUNTAIN: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah and Wyoming

NEW ENGLAND: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont

PACIFIC: Alaska, California, Hawaii, Oregon and Washington

SOUTH ATLANTIC: Delaware; District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia and West Virginia

WEST NORTH CENTRAL: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota

WEST SOUTH CENTRAL: Arkansas, Louisiana, Oklahoma and Texas

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

Employed on Department of Defense contract for Trucking/Hauling and applicable port operations originating in the designated regions within the named localities .

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01020 - Administrative Assistant		
East North Central		29.86
East South Central		27.87
Middle Atlantic		35.89
Mountain		28.32
New England		33.33
Pacific		33.83
Puerto Rico		16.60***
South Atlantic		32.53
Virgin Islands		25.48
West North Central		28.57
West South Central		26.88
21020 - Forklift Operator		
East North Central		21.24
East South Central		19.57
Middle Atlantic		22.44
Mountain		22.69
New England		22.34
Pacific		23.88
Puerto Rico		11.96***
South Atlantic		21.79
Virgin Islands		16.67***
West North Central		21.51
West South Central		20.31
21030 - Material Coordinator		
East North Central		26.33
East South Central		23.38
Middle Atlantic		26.43
Mountain		24.87
New England		27.19
Pacific		26.50
Puerto Rico		15.82***
South Atlantic		24.68
Virgin Islands		16.80***
West North Central		25.16
West South Central		24.34
21410 - Warehouse Specialist		
East North Central		21.24
East South Central		19.57

	Middle Atlantic	22.44
	Mountain	22.69
	New England	22.34
	Pacific	23.88
	Puerto Rico	11.79***
	South Atlantic	21.79
	Virgin Islands	16.67***
	West North Central	21.51
	West South Central	20.31
23022	- Aircraft Mechanic II	
	East North Central	33.10
	East South Central	39.72
	Middle Atlantic	39.04
	Mountain	34.54
	New England	37.92
	Pacific	38.06
	Puerto Rico	25.00
	South Atlantic	36.73
	Virgin Islands	19.86
	West North Central	34.99
	West South Central	34.04
23440	- Heavy Equipment Operator	
	East North Central	32.68
	East South Central	22.91
	Middle Atlantic	33.83
	Mountain	28.07
	New England	30.88
	Pacific	35.28
	Puerto Rico	12.01***
	South Atlantic	24.53
	Virgin Islands	22.18
	West North Central	28.20
	West South Central	22.27
29010	- Blocker And Bracer	
	East North Central	29.58
	East South Central	26.93
	Middle Atlantic	36.95
	Mountain	37.13
	New England	36.84
	Pacific	39.31
	Puerto Rico	15.23***
	South Atlantic	32.78
	Virgin Islands	20.53
	West North Central	34.26
	West South Central	30.21
29020	- Hatch Tender	
	East North Central	29.59
	East South Central	26.94
	Middle Atlantic	36.95
	Mountain	37.13

	New England	36.86
	Pacific	39.32
	Puerto Rico	15.23***
	South Atlantic	32.80
	Virgin Islands	20.53
	West North Central	34.26
	West South Central	30.21
29030	- Line Handler	
	East North Central	29.59
	East South Central	26.94
	Middle Atlantic	36.95
	Mountain	37.13
	New England	36.86
	Pacific	39.32
	Puerto Rico	15.23***
	South Atlantic	32.80
	Virgin Islands	20.53
	West North Central	34.26
	West South Central	30.21
29041	- Stevedore I	
	East North Central	27.21
	East South Central	25.65
	Middle Atlantic	35.20
	Mountain	35.36
	New England	35.10
	Pacific	37.44
	Puerto Rico	14.50***
	South Atlantic	31.24
	Virgin Islands	19.57
	West North Central	32.63
	West South Central	28.77
29042	- Stevedore II	
	East North Central	31.04
	East South Central	28.29
	Middle Atlantic	38.81
	Mountain	38.99
	New England	38.70
	Pacific	41.52
	Puerto Rico	15.99***
	South Atlantic	33.42
	Virgin Islands	21.55
	West North Central	35.97
	West South Central	31.72
31361	- Truckdriver, Light	
	East North Central	20.23
	East South Central	18.86
	Middle Atlantic	20.49
	Mountain	20.41
	New England	20.25
	Pacific	20.94

	Puerto Rico	10.47***
	South Atlantic	19.31
	Virgin Islands	15.52***
	West North Central	20.61
	West South Central	17.88
31362	- Truckdriver, Medium	
	East North Central	21.24
	East South Central	19.80
	Middle Atlantic	21.51
	Mountain	21.43
	New England	21.26
	Pacific	21.99
	Puerto Rico	10.99***
	South Atlantic	20.28
	Virgin Islands	16.30***
	West North Central	21.64
	West South Central	18.77
31363	- Truckdriver, Heavy	
	East North Central	26.54
	East South Central	24.03
	Middle Atlantic	28.33
	Mountain	26.07
	New England	26.46
	Pacific	26.68
	Puerto Rico	10.58***
	South Atlantic	25.20
	Virgin Islands	20.13
	West North Central	26.27
	West South Central	23.24
31364	- Truckdriver, Tractor-Trailer	
	East North Central	26.53
	East South Central	24.03
	Middle Atlantic	28.33
	Mountain	26.08
	New England	26.45
	Pacific	26.68
	Puerto Rico	10.58***
	South Atlantic	25.20
	Virgin Islands	20.13
	West North Central	26.27
	West South Central	23.23

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not

currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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.



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month

(Hawaii): \$2.15 per hour, up to 40 hours per week, or \$86.00 per week, or \$372.67 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.80 per hour, up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: \$1.74 per hour, up to 40 hours per week, or \$69.

60 per week, or \$301.60 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.57 per hour, up to 40 hours per week.*

*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 5 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. (Reg. 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)

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 (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(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 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 Wage and Hour Division, U.S. Department of Labor, 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 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 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.

**** 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.