

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage
Determinations

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

Wage Determination No.: 2011-0217

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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.

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		26 .32
East South Central		23 .08
Middle Atlantic		31 .00
Mountain		25 .25

New England	28 .45
Pacific	28 .95
Puerto Rico	14 .42
South Atlantic	27 .78
Virgin Islands	23 .28
West North Central	23 .37
West South Central	22 .48
21020 - Forklift Operator	
East North Central	16 .83
East South Central	15 .36
Middle Atlantic	17 .53
Mountain	17 .27
New England	18 .41
Pacific	19 .40
Puerto Rico	10 .05
South Atlantic	18 .09
Virgin Islands	12 .72
West North Central	16 .44
West South Central	16 .08
21030 - Material Coordinator	
East North Central	22 .63
East South Central	21 .81
Middle Atlantic	23 .64
Mountain	22 .72
New England	25 .32
Pacific	24 .14
Puerto Rico	13 .99
South Atlantic	22 .98
Virgin Islands	15 .01
West North Central	22 .12
West South Central	22 .69
21410 - Warehouse Specialist	
East North Central	16 .83
East South Central	14 .21
Middle Atlantic	17 .53
Mountain	17 .20
New England	18 .41
Pacific	19 .40
Puerto Rico	9 .17
South Atlantic	18 .09
Virgin Islands	11 .96
West North Central	16 .44
West South Central	16 .08

23022 - Aircraft Mechanic II

East North Central	27 .87
East South Central	37 .00
Middle Atlantic	33 .82
Mountain	30 .29
New England	31 .66
Pacific	33 .01
Puerto Rico	21 .79
South Atlantic	33 .58
Virgin Islands	18 .05
West North Central	28 .74
West South Central	29 .35

23440 - Heavy Equipment Operator

East North Central	29 .46
East South Central	19 .09
Middle Atlantic	30 .14
Mountain	23 .03
New England	26 .00
Pacific	32 .93
Puerto Rico	9 .39
South Atlantic	20 .12
Virgin Islands	13 .99
West North Central	23 .41
West South Central	18 .90

29010 - Blocker And Bracer

East North Central	24 .60
East South Central	24 .51
Middle Atlantic	29 .44
Mountain	27 .39
New England	27 .63
Pacific	37 .49
Puerto Rico	11 .58
South Atlantic	25 .43
Virgin Islands	15 .42
West North Central	26 .92
West South Central	24 .66

29020 - Hatch Tender

East North Central	24 .60
East South Central	24 .51
Middle Atlantic	29 .44
Mountain	27 .39
New England	27 .63
Pacific	37 .49

Puerto Rico	11 .58
South Atlantic	25 .43
Virgin Islands	15 .42
West North Central	26 .92
West South Central	24 .66
29030 - Line Handler	
East North Central	24 .60
East South Central	24 .51
Middle Atlantic	30 .87
Mountain	27 .39
New England	27 .63
Pacific	37 .49
Puerto Rico	11 .58
South Atlantic	25 .43
Virgin Islands	15 .42
West North Central	26 .92
West South Central	24 .66
29041 - Stevedore I	
East North Central	23 .43
East South Central	23 .34
Middle Atlantic	28 .02
Mountain	26 .09
New England	26 .31
Pacific	35 .70
Puerto Rico	11 .03
South Atlantic	24 .05
Virgin Islands	14 .70
West North Central	25 .55
West South Central	23 .48
29042 - Stevedore II	
East North Central	25 .83
East South Central	25 .74
Middle Atlantic	30 .89
Mountain	28 .76
New England	28 .34
Pacific	39 .36
Puerto Rico	12 .16
South Atlantic	26 .99
Virgin Islands	16 .19
West North Central	28 .27
West South Central	25 .89
31361 - Truckdriver, Light	
East North Central	15 .63

East South Central	14 .38
Middle Atlantic	16 .30
Mountain	16 .05
New England	16 .13
Pacific	17 .82
Puerto Rico	9 .02
South Atlantic	16 .04
Virgin Islands	11 .79
West North Central	16 .07
West South Central	14 .72
31362 - Truckdriver, Medium	
East North Central	16 .54
East South Central	15 .34
Middle Atlantic	17 .14
Mountain	17 .04
New England	16 .95
Pacific	19 .12
Puerto Rico	9 .47
South Atlantic	17 .27
Virgin Islands	12 .56
West North Central	16 .90
West South Central	15 .46
31363 - Truckdriver, Heavy	
East North Central	21 .23
East South Central	19 .69
Middle Atlantic	22 .59
Mountain	22 .44
New England	21 .61
Pacific	21 .86
Puerto Rico	8 .94
South Atlantic	20 .52
Virgin Islands	17 .06
West North Central	20 .43
West South Central	19 .47
31364 - Truckdriver, Tractor-Trailer	
East North Central	21 .23
East South Central	19 .69
Middle Atlantic	22 .59
Mountain	22 .44
New England	21 .61
Pacific	21 .86
Puerto Rico	8 .94
South Atlantic	20 .52

Virgin Islands	17 .06
West North Central	20 .43
West South Central	19 .47

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: \$4.54 per hour or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour, or \$168.80 per week, or \$731.47 per month

(Hawaii): \$1.94 per hour, or \$77.60 per week, or \$336.27 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 \$4.54 per hour.

HEALTH & WELFARE (Hawaii) EO 13706: \$1.63 per hour, or \$65.20 per week, or \$282.53 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 \$4.22 per hour.

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 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)

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.