

**NOTE: Contact the DOL Wage and Hour Division for additional information.  
(866) 487-9243 website: [https://www.dol.gov/whd/contact\\_us.htm](https://www.dol.gov/whd/contact_us.htm)**

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

Diane C. Koplowski                      Division of  
Director                                      Wage Determinations

Wage Determination No. : 2011-0217  
Revision No. : 8  
Date Of Last Revision: 12/22/2014

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Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is 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 \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. 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).

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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, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, 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

I ndi ana Statewi de  
Kansas Statewi de  
Kentucky Statewi de  
Loui si ana Statewi de  
Massachusetts Statewi de  
Maryl and Statewi de  
Mai ne Statewi de  
Mi chi gan Statewi de  
Mi nnesota Statewi de  
Mi ssouri Statewi de  
Mi ssi ssi ppi Statewi de  
Montana Statewi de  
North Carol i na Statewi de  
North Dakota Statewi de  
Nebraska Statewi de  
New Hampshi re Statewi de  
New Jersey Statewi de  
New Mexi co Statewi de  
Nevada Statewi de  
New York Statewi de  
Ohi o Statewi de  
Okl ahoma Statewi de  
Oregon Statewi de  
Pennsyl vani a Statewi de  
Rhode Isl and Statewi de  
South Carol i na Statewi de  
South Dakota Statewi de  
Tennessee Statewi de  
Texas Statewi de  
Utah Statewi de  
Vi rgi ni a Statewi de  
Vermont Statewi de

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

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

Employed on DOD contract for Trucking/Hauling and applicable port operations originating in the designated regions within the named locality .

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
21020 - Forklift Operator		
East North Central		14.96
East South Central		13.67
Middle Atlantic		15.73
Mountain		15.36
New England		15.86
Pacific		17.21

	South Atlantic	15.16
	West North Central	15.16
	West South Central	13.97
23440	- Heavy Equipment Operator	
	East North Central	25.69
	East South Central	15.95
	Middle Atlantic	26.96
	Mountain	21.43
	New England	22.91
	Pacific	30.24
	South Atlantic	18.61
	West North Central	20.01
	West South Central	16.70
29010	- Blocker And Bracer	
	East North Central	22.89
	East South Central	18.60
	Middle Atlantic	23.62
	Mountain	25.73
	New England	22.28
	Pacific	31.42
	South Atlantic	21.02
	West North Central	22.42
	West South Central	20.33
29020	- Hatch Tender	
	East North Central	22.89
	East South Central	18.60
	Middle Atlantic	23.62
	Mountain	25.73
	New England	22.28
	Pacific	31.42
	South Atlantic	21.02
	West North Central	22.42
	West South Central	20.33
29030	- Line Handler	
	East North Central	22.89
	East South Central	18.60
	Middle Atlantic	23.62
	Mountain	25.73
	New England	22.28
	Pacific	31.42
	South Atlantic	21.02
	West North Central	22.42
	West South Central	20.33
29041	- Stevedore I	
	East North Central	21.68
	East South Central	17.66
	Middle Atlantic	22.40
	Mountain	24.04
	New England	21.63
	Pacific	29.42
	South Atlantic	19.70
	West North Central	21.11
	West South Central	19.03
29042	- Stevedore II	
	East North Central	23.99
	East South Central	19.78
	Middle Atlantic	24.95
	Mountain	27.51
	New England	23.42
	Pacific	33.44
	South Atlantic	22.31
	West North Central	23.63
	West South Central	21.67

31361	- Truckdriver, Light	
	East North Central	15.63
	East South Central	14.38
	Middle Atlantic	16.30
	Mountain	15.81
	New England	16.13
	Pacific	17.82
	South Atlantic	16.04
	West North Central	15.79
	West South Central	14.26
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
	South Atlantic	17.27
	West North Central	16.88
	West South Central	15.37
31363	- Truckdriver, Heavy	
	East North Central	18.76
	East South Central	17.51
	Middle Atlantic	20.33
	Mountain	19.45
	New England	19.06
	Pacific	20.62
	South Atlantic	18.76
	West North Central	19.05
	West South Central	17.44
31364	- Truckdriver, Tractor-Trailer	
	East North Central	18.76
	East South Central	17.51
	Middle Atlantic	20.33
	Mountain	19.45
	New England	19.06
	Pacific	20.62
	South Atlantic	18.76
	West North Central	19.05
	West South Central	17.44

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 procedure 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, dyeing, 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.