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.: 41 Date Of Last Revision: 12/23/2024

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:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
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, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

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 Atantic
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 ($17.75 per hour) or 13658 ($13.30 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.