

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00034	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) TORRANCE COUNTY OF PO BOX 48 ESTANCIA NM 870160048		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE Q8N2MFFYFMC4	FACILITY CODE	x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR19DIG000009	10B. DATED (SEE ITEM 13) 05/15/2019

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended.  is not extended.  
Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)  
See Schedule

**13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) IAW 70CDCR19DIG000009

E. IMPORTANT: Contractor  is not  is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

UEI: Q8N2MFFYFMC4

**CONTACT INFORMATION**

Contracting Officer's Representative COR: [REDACTED]  
POC/Acceptor: [REDACTED]  
Contracting Officer: [REDACTED] 202-878-[REDACTED]  
Contract Specialist: [REDACTED] 682-308-[REDACTED]  
Warden: [REDACTED], 505-285-[REDACTED]

The purpose of modification P00034 is to:

- Extend IGSA 70CDCR19DIG000009 through September 29, 2024 and incorporate updating
- Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) [REDACTED] County Manager	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) [REDACTED]
15C. DATE SIGNED 5.8.2024	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR19DIG000009/P00034

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NAME OF OFFEROR OR CONTRACTOR  
TORRANCE COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
4001	<p>pricing for CLIN 4001. Corecivic submitted extension pricing on April 19, 2024 and an updated DSCS, see attachment A. For CLIN 4001, the monthly FOC has been updated to [REDACTED] effective 05/15/2024 through 09/29/2024.</p> <p>2. Incorporate Department of Labor (DOL) Wage Determination 2015-5443, revision 21, dated December 26, 2023 (see Attachment B). The new WD is effective May 15, 2024. The service provider shall notify the CO of any increase claimed within 30 days after receipt of this modification.</p> <p>Period of Performance: 05/15/2019 to 09/29/2024</p> <p>Change Item 4001 to read as follows (amount shown is the obligated amount):</p> <p>Year 5 - Detention Services - Fixed Monthly payment [REDACTED] Bed GM)</p> <p>The fixed monthly payment will be allocated between USMS and ICE as follows: USMS Monthly Total Daily Population (mandays) X Per Diem = USMS portion of fixed monthly payment. ICE shall be responsible for the difference between the fixed monthly payment and USMS portion of fixed monthly payment.</p> <p>Effective 10/17/2023 - 12/31/2023: FOC [REDACTED] Fixed Monthly Payment is [REDACTED] per diem for USMS)</p> <p>Effective 01/01/2024: FOC [REDACTED] Fixed Monthly Payment is [REDACTED] per diem for USMS)</p> <p>Effective 05/15/2024: FOC [REDACTED] Fixed Monthly Payment is [REDACTED] per diem for USMS)</p> <p>Tier II [REDACTED] Per Diem Tier III [REDACTED] &amp; above: [REDACTED] Per Diem</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				

"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.: 2015-5443  
Revision No.: 21  
Date Of Last Revision: 12/26/2023

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.

<p>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:</p>	<p>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 determination, if it is higher) for all hours spent performing on the contract in 2024.</p>
<p>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:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.</p>

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](http://www.dol.gov/whd/govcontracts).

State: New Mexico

Area: New Mexico Counties of Bernalillo, Sandoval, Torrance, Valencia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		15.79***
01011 - Accounting Clerk I		17.73
01012 - Accounting Clerk II		19.83
01013 - Accounting Clerk III		30.95
01020 - Administrative Assistant		29.98
01035 - Court Reporter		14.00***
01041 - Customer Service Representative I		15.28***
01042 - Customer Service Representative II		17.16***
01043 - Customer Service Representative III		13.68***
01051 - Data Entry Operator I		14.93***
01052 - Data Entry Operator II		20.92
01060 - Dispatcher, Motor Vehicle		17.73
01070 - Document Preparation Clerk		17.73
01090 - Duplicating Machine Operator		13.56***
01111 - General Clerk I		14.80***
01112 - General Clerk II		16.62***
01113 - General Clerk III		

01120 - Housing Referral Assistant	22.22
01141 - Messenger Courier	14.82***
01191 - Order Clerk I	18.28
01192 - Order Clerk II	19.94
01261 - Personnel Assistant (Employment) I	17.87
01262 - Personnel Assistant (Employment) II	19.98
01263 - Personnel Assistant (Employment) III	22.27
01270 - Production Control Clerk	24.84
01290 - Rental Clerk	15.21***
01300 - Scheduler, Maintenance	17.82
01311 - Secretary I	17.82
01312 - Secretary II	19.93
01313 - Secretary III	22.22
01320 - Service Order Dispatcher	18.70
01410 - Supply Technician	30.95
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.76***
01531 - Travel Clerk I	17.30
01532 - Travel Clerk II	18.68
01533 - Travel Clerk III	19.87
01611 - Word Processor I	16.48***
01612 - Word Processor II	18.51
01613 - Word Processor III	20.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.88
05010 - Automotive Electrician	20.76
05040 - Automotive Glass Installer	19.12
05070 - Automotive Worker	19.12
05110 - Mobile Equipment Servicer	15.86***
05130 - Motor Equipment Metal Mechanic	22.40
05160 - Motor Equipment Metal Worker	19.12
05190 - Motor Vehicle Mechanic	22.40
05220 - Motor Vehicle Mechanic Helper	14.21***
05250 - Motor Vehicle Upholstery Worker	17.49
05280 - Motor Vehicle Wrecker	19.12
05310 - Painter, Automotive	20.76
05340 - Radiator Repair Specialist	19.12
05370 - Tire Repairer	14.18***
05400 - Transmission Repair Specialist	22.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.98***
07041 - Cook I	13.87***
07042 - Cook II	16.73***
07070 - Dishwasher	12.65***
07130 - Food Service Worker	12.09***
07210 - Meat Cutter	17.75
07260 - Waiter/Waitress	11.42***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	11.76***
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	15.07***
09110 - Furniture Repairer, Minor	16.99***
09130 - Upholsterer	19.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.37***
11060 - Elevator Operator	13.25***
11090 - Gardener	23.49
11122 - Housekeeping Aide	13.25***
11150 - Janitor	13.25***
11210 - Laborer, Grounds Maintenance	16.27***
11240 - Maid or Houseman	12.42***
11260 - Pruner	14.48***
11270 - Tractor Operator	21.04
11330 - Trail Maintenance Worker	16.27***

11360 - Window Cleaner	13.97***
12000 - Health Occupations	
12010 - Ambulance Driver	17.61
12011 - Breath Alcohol Technician	26.86
12012 - Certified Occupational Therapist Assistant	33.70
12015 - Certified Physical Therapist Assistant	29.49
12020 - Dental Assistant	18.26
12025 - Dental Hygienist	44.93
12030 - EKG Technician	30.20
12035 - Electroneurodiagnostic Technologist	30.20
12040 - Emergency Medical Technician	17.61
12071 - Licensed Practical Nurse I	24.01
12072 - Licensed Practical Nurse II	26.86
12073 - Licensed Practical Nurse III	29.94
12100 - Medical Assistant	17.61
12130 - Medical Laboratory Technician	23.23
12160 - Medical Record Clerk	20.75
12190 - Medical Record Technician	23.21
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine Technologist	39.91
12221 - Nursing Assistant I	12.37***
12222 - Nursing Assistant II	13.90***
12223 - Nursing Assistant III	15.17***
12224 - Nursing Assistant IV	17.04***
12235 - Optical Dispenser	18.38
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	19.03
12280 - Phlebotomist	16.90***
12305 - Radiologic Technologist	31.19
12311 - Registered Nurse I	26.92
12312 - Registered Nurse II	32.92
12313 - Registered Nurse II, Specialist	32.92
12314 - Registered Nurse III	39.83
12315 - Registered Nurse III, Anesthetist	39.83
12316 - Registered Nurse IV	47.75
12317 - Scheduler (Drug and Alcohol Testing)	33.28
12320 - Substance Abuse Treatment Counselor	28.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.34
13012 - Exhibits Specialist II	26.42
13013 - Exhibits Specialist III	32.34
13041 - Illustrator I	17.62
13042 - Illustrator II	21.82
13043 - Illustrator III	26.70
13047 - Librarian	26.59
13050 - Library Aide/Clerk	13.38***
13054 - Library Information Technology Systems Administrator	24.00
13058 - Library Technician	17.85
13061 - Media Specialist I	17.33
13062 - Media Specialist II	19.38
13063 - Media Specialist III	21.60
13071 - Photographer I	17.47
13072 - Photographer II	19.39
13073 - Photographer III	23.94
13074 - Photographer IV	29.28
13075 - Photographer V	35.44
13090 - Technical Order Library Clerk	17.17***
13110 - Video Teleconference Technician	20.16
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.73
14042 - Computer Operator II	22.07
14043 - Computer Operator III	24.60
14044 - Computer Operator IV	27.34
14045 - Computer Operator V	30.27

14071 - Computer Programmer I	(see 1)	24.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.73
14160 - Personal Computer Support Technician		27.34
14170 - System Support Specialist		31.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.73
15030 - Air Crew Training Devices Instructor (Pilot)		44.06
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		30.35
15070 - Flight Instructor (Pilot)		44.06
15080 - Graphic Artist		23.90
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.87
15086 - Maintenance Test Pilot, Rotary Wing		42.87
15088 - Non-Maintenance Test/Co-Pilot		42.87
15090 - Technical Instructor		26.26
15095 - Technical Instructor/Course Developer		32.12
15110 - Test Proctor		21.19
15120 - Tutor		21.19
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.75***
16030 - Counter Attendant		13.75***
16040 - Dry Cleaner		15.71***
16070 - Finisher, Flatwork, Machine		13.75***
16090 - Presser, Hand		13.75***
16110 - Presser, Machine, Drycleaning		13.75***
16130 - Presser, Machine, Shirts		13.75***
16160 - Presser, Machine, Wearing Apparel, Laundry		13.75***
16190 - Sewing Machine Operator		16.37***
16220 - Tailor		17.02***
16250 - Washer, Machine		14.41***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.63
19040 - Tool And Die Maker		30.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.03
21030 - Material Coordinator		24.84
21040 - Material Expediter		24.84
21050 - Material Handling Laborer		15.42***
21071 - Order Filler		15.96***
21080 - Production Line Worker (Food Processing)		23.03
21110 - Shipping Packer		17.05***
21130 - Shipping/Receiving Clerk		17.05***
21140 - Store Worker I		12.91***
21150 - Stock Clerk		16.30***
21210 - Tools And Parts Attendant		23.03
21410 - Warehouse Specialist		23.03
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.94
23019 - Aircraft Logs and Records Technician		24.07
23021 - Aircraft Mechanic I		30.83
23022 - Aircraft Mechanic II		32.94
23023 - Aircraft Mechanic III		34.71
23040 - Aircraft Mechanic Helper		19.55
23050 - Aircraft, Painter		28.57
23060 - Aircraft Servicer		24.07
23070 - Aircraft Survival Flight Equipment Technician		28.57
23080 - Aircraft Worker		26.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.32

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	30.83
II	
23110 - Appliance Mechanic	19.92
23120 - Bicycle Repairer	17.22
23125 - Cable Splicer	31.72
23130 - Carpenter, Maintenance	21.35
23140 - Carpet Layer	21.77
23160 - Electrician, Maintenance	26.24
23181 - Electronics Technician Maintenance I	27.18
23182 - Electronics Technician Maintenance II	29.51
23183 - Electronics Technician Maintenance III	31.84
23260 - Fabric Worker	19.91
23290 - Fire Alarm System Mechanic	22.70
23310 - Fire Extinguisher Repairer	18.05
23311 - Fuel Distribution System Mechanic	28.08
23312 - Fuel Distribution System Operator	21.03
23370 - General Maintenance Worker	18.39
23380 - Ground Support Equipment Mechanic	30.83
23381 - Ground Support Equipment Servicer	24.07
23382 - Ground Support Equipment Worker	26.32
23391 - Gunsmith I	18.05
23392 - Gunsmith II	21.77
23393 - Gunsmith III	25.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.99
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	27.18
23440 - Heavy Equipment Operator	22.62
23460 - Instrument Mechanic	34.85
23465 - Laboratory/Shelter Mechanic	23.63
23470 - Laborer	15.42***
23510 - Locksmith	20.75
23530 - Machinery Maintenance Mechanic	24.93
23550 - Machinist, Maintenance	23.34
23580 - Maintenance Trades Helper	16.11***
23591 - Metrology Technician I	34.85
23592 - Metrology Technician II	37.23
23593 - Metrology Technician III	39.24
23640 - Millwright	30.53
23710 - Office Appliance Repairer	23.32
23760 - Painter, Maintenance	18.84
23790 - Pipefitter, Maintenance	25.59
23810 - Plumber, Maintenance	23.71
23820 - Pneudraulic Systems Mechanic	25.50
23850 - Rigger	29.21
23870 - Scale Mechanic	21.77
23890 - Sheet-Metal Worker, Maintenance	28.14
23910 - Small Engine Mechanic	18.76
23931 - Telecommunications Mechanic I	26.47
23932 - Telecommunications Mechanic II	28.27
23950 - Telephone Lineman	25.50
23960 - Welder, Combination, Maintenance	21.39
23965 - Well Driller	26.05
23970 - Woodcraft Worker	25.50
23980 - Woodworker	18.05
24000 - Personal Needs Occupations	
24550 - Case Manager	18.30
24570 - Child Care Attendant	12.30***
24580 - Child Care Center Clerk	16.05***
24610 - Chore Aide	12.36***
24620 - Family Readiness And Support Services Coordinator	18.30
24630 - Homemaker	18.30

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.05
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	28.05
25190 - Ventilation Equipment Tender	17.79
25210 - Water Treatment Plant Operator	22.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.42
27007 - Baggage Inspector	13.80***
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	15.44***
27040 - Detention Officer	18.93
27070 - Firefighter	20.20
27101 - Guard I	13.80***
27102 - Guard II	15.44***
27131 - Police Officer I	27.08
27132 - Police Officer II	30.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.41***
28042 - Carnival Equipment Repairer	18.32
28043 - Carnival Worker	12.09***
28210 - Gate Attendant/Gate Tender	14.09***
28310 - Lifeguard	11.50***
28350 - Park Attendant (Aide)	15.76***
28510 - Recreation Aide/Health Facility Attendant	11.50***
28515 - Recreation Specialist	19.53
28630 - Sports Official	12.55***
28690 - Swimming Pool Operator	22.10
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.95
29020 - Hatch Tender	23.95
29030 - Line Handler	23.95
29041 - Stevedore I	21.90
29042 - Stevedore II	25.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.48
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.98
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.02
30021 - Archeological Technician I	19.84
30022 - Archeological Technician II	22.19
30023 - Archeological Technician III	27.50
30030 - Cartographic Technician	27.50
30040 - Civil Engineering Technician	25.46
30051 - Cryogenic Technician I	30.45
30052 - Cryogenic Technician II	33.63
30061 - Drafter/CAD Operator I	19.84
30062 - Drafter/CAD Operator II	22.19
30063 - Drafter/CAD Operator III	24.74
30064 - Drafter/CAD Operator IV	30.45
30081 - Engineering Technician I	16.63***
30082 - Engineering Technician II	18.68
30083 - Engineering Technician III	20.89
30084 - Engineering Technician IV	25.89
30085 - Engineering Technician V	31.66
30086 - Engineering Technician VI	38.31
30090 - Environmental Technician	28.24
30095 - Evidence Control Specialist	27.50
30210 - Laboratory Technician	24.14
30221 - Latent Fingerprint Technician I	22.75
30222 - Latent Fingerprint Technician II	25.13
30240 - Mathematical Technician	27.50
30361 - Paralegal/Legal Assistant I	18.81
30362 - Paralegal/Legal Assistant II	23.31
30363 - Paralegal/Legal Assistant III	28.50



30364 - Paralegal/Legal Assistant IV	34.49
30375 - Petroleum Supply Specialist	33.63
30390 - Photo-Optics Technician	27.50
30395 - Radiation Control Technician	33.63
30461 - Technical Writer I	25.36
30462 - Technical Writer II	31.03
30463 - Technical Writer III	37.53
30491 - Unexploded Ordnance (UXO) Technician I	27.63
30492 - Unexploded Ordnance (UXO) Technician II	33.43
30493 - Unexploded Ordnance (UXO) Technician III	40.07
30494 - Unexploded (UXO) Safety Escort	27.63
30495 - Unexploded (UXO) Sweep Personnel	27.63
30501 - Weather Forecaster I	30.45
30502 - Weather Forecaster II	37.04
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.74
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.50
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.43
31020 - Bus Aide	11.27***
31030 - Bus Driver	17.94
31043 - Driver Courier	17.06***
31260 - Parking and Lot Attendant	14.32***
31290 - Shuttle Bus Driver	16.05***
31310 - Taxi Driver	12.92***
31361 - Truckdriver, Light	19.04
31362 - Truckdriver, Medium	21.00
31363 - Truckdriver, Heavy	22.85
31364 - Truckdriver, Tractor-Trailer	22.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.30***
99030 - Cashier	12.56***
99050 - Desk Clerk	12.41***
99095 - Embalmer	25.76
99130 - Flight Follower	27.63
99251 - Laboratory Animal Caretaker I	13.91***
99252 - Laboratory Animal Caretaker II	15.53***
99260 - Marketing Analyst	26.40
99310 - Mortician	25.76
99410 - Pest Controller	22.01
99510 - Photofinishing Worker	14.52***
99710 - Recycling Laborer	21.71
99711 - Recycling Specialist	27.92
99730 - Refuse Collector	19.62
99810 - Sales Clerk	13.80***
99820 - School Crossing Guard	14.81***
99830 - Survey Party Chief	24.79
99831 - Surveying Aide	22.54
99832 - Surveying Technician	22.74
99840 - Vending Machine Attendant	14.20***
99841 - Vending Machine Repairer	19.12
99842 - Vending Machine Repairer Helper	14.20***

\*\*\*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.

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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](http://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\*

\*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 10 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. (See 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)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND 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 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.

**\*\* 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.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* 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 (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 paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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 U.S. Department of Labor, Wage and Hour Division, 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 Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" 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 (See 29 CFR 4.152(c)(1))."