

2. AMENDMENT/MODIFICATION NO. P00016	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION 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
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) MANAGEMENT TRAINING CORPORATION ATTN [REDACTED] PO BOX 10 CENTERVILLE UT 840141708	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000006
		10B. DATED (SEE ITEM 13) 12/19/2019
CODE G58ZEJ7HJGM1	FACILITY CODE	

**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) Bilateral Modification/FAR 52.222-43 Fair Labor Standards Act and Service Price Adjustment

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: G58ZEJ7HJGM1  
Contracting Officer: [REDACTED] 202-748-[REDACTED]  
Contract Specialist: [REDACTED] 202-748-[REDACTED]  
Contracting Officer's Representative (COR): [REDACTED]  
619-436-[REDACTED]  
Contractor POC: [REDACTED] (801) 693-[REDACTED]

The purpose of this bilateral modification is to approve the REA and change the rates for the base and all option periods, effective 12/20/2023 in accordance with FAR 52.222-43 as follows:

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) Senior Vice President, Corrections	15B. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
15C. DATE SIGNED 08/06/2024	

(Signature of person authorized to sign)

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
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NAME OF OFFEROR OR CONTRACTOR  
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	<p>1) Incorporate into this contract the updated Wage Determination No.: 2015-5607, Revision 21, date: 08/03/2023, see attached</p> <p>2) Change CLIN XXX1 Detention Bed Day Rate Guaranteed Minimum (GM) [REDACTED] beds</p> <p>3) Change CLIN XXX3 Transportation Monthly Fee</p> <p>**See CLINs for all rates and effective dates.</p> <p>There is no requisition associated with this modification. All funding continues to be obligated at the task order level.</p> <p>All other contract terms and conditions remain unchanged.</p> <p>LIST OF CHANGES: Reason for Modification: Change Order Total Amount for this Modification: \$0.00 Period of Performance: 12/20/2019 to 12/19/2034</p> <p>Change Item 0001 to read as follows (amount shown is the total amount):</p> <p>Detention Services Guaranteed Minimum - [REDACTED] Beds</p> <p>Periods of Performance and Bed Day Rates:</p> <p>Year 5 (12/20/23 - 12/19/24) [REDACTED] Not-to-Exceed [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 0003 to read as follows (amount shown is the total amount):</p> <p>Transportation Monthly Fee</p> <p>Periods of Performance and Rates: Year 5 (12/20/23 - 12/19/24) [REDACTED] Not-to-Exceed: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1001 to read as follows (amount shown Continued ...</p>				
0003					

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NAME OF OFFEROR OR CONTRACTOR  
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1001	<p>is the total amount):</p> <p>Detention Services Guaranteed Minimum - [REDACTED] Beds</p> <p>Periods of Performance and Bed Day Rates:                      Year 1 (12/20/24 - 12/19/25) [REDACTED]                      Not-to-Exceed (NTE): [REDACTED]                      Year 2 (12/20/25 - 12/19/26) [REDACTED] NTE:                      [REDACTED]                      Year 3 (12/20/26 - 12/19/27) [REDACTED] NTE:                      [REDACTED]                      Year 4 (12/20/27 - 12/19/28) [REDACTED] NTE:                      [REDACTED]                      Year 5 (12/20/28 - 12/19/29) [REDACTED] NTE:                      [REDACTED]</p> <p>Amount: [REDACTED] (Option Line Item)                      12/20/2024                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD</p>				0.00
1003	<p>Change Item 1003 to read as follows (amount shown is the total amount):</p> <p>Transportation Monthly Fee</p> <p>Periods of Performance and Monthly Rates:                      Year 1 (12/20/24 - 12/19/25) [REDACTED]                      Not-to-Exceed (NTE): [REDACTED]                      Year 2 (12/20/25 - 12/19/26) [REDACTED] NTE:                      [REDACTED]                      Year 3 (12/20/26 - 12/19/27) [REDACTED] NTE:                      [REDACTED]                      Year 4 (12/20/27 - 12/19/28) [REDACTED] NTE:                      [REDACTED]                      Year 5 (12/20/28 - 12/19/29) [REDACTED] NTE:                      [REDACTED]</p> <p>Amount: [REDACTED] (Option Line Item)                      12/20/2024                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD</p>				0.00
2001	<p>Change Item 2001 to read as follows (amount shown is the total amount):</p> <p>Detention Services Guaranteed Minimum - [REDACTED] Beds</p> <p>Periods of Performance and Bed Day Rates:                      Year 1 (12/20/29 - 12/19/30) [REDACTED]                      Continued ...</p>				0.00

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
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NAME OF OFFEROR OR CONTRACTOR  
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
2003	<p>Not-to-Exceed (NTE): [REDACTED]</p> <p>Year 2 (12/20/30 - 12/19/31) [REDACTED] NTE:</p> <p>[REDACTED]</p> <p>Year 3 (12/20/31 - 12/19/32) [REDACTED] NTE:</p> <p>[REDACTED]</p> <p>Year 4 (12/20/32 - 12/19/33) [REDACTED] NTE:</p> <p>[REDACTED]</p> <p>Year 5 (12/20/33 - 12/19/34) [REDACTED] NTE:</p> <p>[REDACTED]</p> <p>Amount: [REDACTED] (Option Line Item) 12/20/2029</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 2003 to read as follows (amount shown is the total amount):</p> <p>Transportation Monthly Fee</p> <p>Periods of Performance and Monthly Rates:</p> <p>Year 1 (12/20/29 - 12/19/30) [REDACTED]</p> <p>Not-to-Exceed (NTE): [REDACTED]</p> <p>Year 2 (12/20/30 - 12/19/31) [REDACTED] NTE:</p> <p>[REDACTED]</p> <p>Year 3 (12/20/31 - 12/19/32) [REDACTED] NTE:</p> <p>[REDACTED]</p> <p>Year 4 (12/20/32 - 12/19/33) [REDACTED] NTE:</p> <p>[REDACTED]</p> <p>Year 5 (12/20/33 - 12/19/34) [REDACTED] NTE:</p> <p>[REDACTED]</p> <p>Amount: [REDACTED] (Option Line Item) 12/20/2029</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				0.00

"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  Wage Determination No.: 2015-5607 Revision No.: 21 Date Of Last Revision: 08/03/2023
Daniel W. Simms Director	Division of Wage Determinations

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 \$16.20 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 2023.
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 \$12.15 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 2023.

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: California

Area: California County of Imperial

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.97
01012 - Accounting Clerk II		20.17
01013 - Accounting Clerk III		22.57
01020 - Administrative Assistant		32.33
01035 - Court Reporter		21.65
01041 - Customer Service Representative I		15.76***
01042 - Customer Service Representative II		17.19
01043 - Customer Service Representative III		19.29
01051 - Data Entry Operator I		16.50
01052 - Data Entry Operator II		18.01
01060 - Dispatcher, Motor Vehicle		23.57
01070 - Document Preparation Clerk		17.24
01090 - Duplicating Machine Operator		17.24
01111 - General Clerk I		16.19***
01112 - General Clerk II		17.66
01113 - General Clerk III		19.82

01120 - Housing Referral Assistant	24.14
01141 - Messenger Courier	14.05***
01191 - Order Clerk I	16.34
01192 - Order Clerk II	17.83
01261 - Personnel Assistant (Employment) I	19.27
01262 - Personnel Assistant (Employment) II	21.55
01263 - Personnel Assistant (Employment) III	24.00
01270 - Production Control Clerk	27.70
01290 - Rental Clerk	17.70
01300 - Scheduler, Maintenance	19.36
01311 - Secretary I	19.36
01312 - Secretary II	21.65
01313 - Secretary III	24.14
01320 - Service Order Dispatcher	21.08
01410 - Supply Technician	32.33
01420 - Survey Worker	21.08
01460 - Switchboard Operator/Receptionist	15.61***
01531 - Travel Clerk I	16.35
01532 - Travel Clerk II	16.91
01533 - Travel Clerk III	18.33
01611 - Word Processor I	17.24
01612 - Word Processor II	19.36
01613 - Word Processor III	21.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.91
05010 - Automotive Electrician	24.61
05040 - Automotive Glass Installer	23.71
05070 - Automotive Worker	23.71
05110 - Mobile Equipment Servicer	21.61
05130 - Motor Equipment Metal Mechanic	25.91
05160 - Motor Equipment Metal Worker	23.71
05190 - Motor Vehicle Mechanic	25.91
05220 - Motor Vehicle Mechanic Helper	20.12
05250 - Motor Vehicle Upholstery Worker	22.82
05280 - Motor Vehicle Wrecker	23.71
05310 - Painter, Automotive	25.07
05340 - Radiator Repair Specialist	23.71
05370 - Tire Repairer	17.06
05400 - Transmission Repair Specialist	25.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.24
07041 - Cook I	19.19
07042 - Cook II	22.06
07070 - Dishwasher	15.08***
07130 - Food Service Worker	15.27***
07210 - Meat Cutter	18.35
07260 - Waiter/Waitress	14.21***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.23
09040 - Furniture Handler	19.04
09080 - Furniture Refinisher	28.23
09090 - Furniture Refinisher Helper	21.43
09110 - Furniture Repairer, Minor	24.70
09130 - Upholsterer	28.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.58***
11060 - Elevator Operator	16.21
11090 - Gardener	20.89
11122 - Housekeeping Aide	16.21
11150 - Janitor	16.21
11210 - Laborer, Grounds Maintenance	17.12
11240 - Maid or Houseman	15.91***
11260 - Pruner	16.34
11270 - Tractor Operator	19.45
11330 - Trail Maintenance Worker	17.12

11360 - Window Cleaner	17.36
12000 - Health Occupations	
12010 - Ambulance Driver	26.22
12011 - Breath Alcohol Technician	26.52
12012 - Certified Occupational Therapist Assistant	36.40
12015 - Certified Physical Therapist Assistant	36.40
12020 - Dental Assistant	24.48
12025 - Dental Hygienist	58.30
12030 - EKG Technician	40.20
12035 - Electroneurodiagnostic Technologist	40.20
12040 - Emergency Medical Technician	26.22
12071 - Licensed Practical Nurse I	23.72
12072 - Licensed Practical Nurse II	26.52
12073 - Licensed Practical Nurse III	29.57
12100 - Medical Assistant	16.77
12130 - Medical Laboratory Technician	23.60
12160 - Medical Record Clerk	18.62
12190 - Medical Record Technician	20.84
12195 - Medical Transcriptionist	23.72
12210 - Nuclear Medicine Technologist	58.30
12221 - Nursing Assistant I	14.36***
12222 - Nursing Assistant II	16.14***
12223 - Nursing Assistant III	17.61
12224 - Nursing Assistant IV	19.78
12235 - Optical Dispenser	26.39
12236 - Optical Technician	23.72
12250 - Pharmacy Technician	21.75
12280 - Phlebotomist	20.82
12305 - Radiologic Technologist	41.45
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	36.04
12313 - Registered Nurse II, Specialist	36.04
12314 - Registered Nurse III	43.59
12315 - Registered Nurse III, Anesthetist	43.59
12316 - Registered Nurse IV	52.26
12317 - Scheduler (Drug and Alcohol Testing)	32.87
12320 - Substance Abuse Treatment Counselor	29.70
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.91
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.68
13041 - Illustrator I	21.12
13042 - Illustrator II	26.16
13043 - Illustrator III	32.00
13047 - Librarian	28.91
13050 - Library Aide/Clerk	18.25
13054 - Library Information Technology Systems Administrator	26.11
13058 - Library Technician	22.91
13061 - Media Specialist I	18.84
13062 - Media Specialist II	21.07
13063 - Media Specialist III	23.50
13071 - Photographer I	16.33
13072 - Photographer II	18.44
13073 - Photographer III	22.63
13074 - Photographer IV	27.68
13075 - Photographer V	33.49
13090 - Technical Order Library Clerk	22.92
13110 - Video Teleconference Technician	17.71
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.72
14042 - Computer Operator II	20.94
14043 - Computer Operator III	23.34
14044 - Computer Operator IV	25.94
14045 - Computer Operator V	28.72

14071 - Computer Programmer I	(see 1)	
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		18.72
14160 - Personal Computer Support Technician		25.94
14170 - System Support Specialist		29.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.69
15020 - Aircrew Training Devices Instructor (Rated)		41.98
15030 - Air Crew Training Devices Instructor (Pilot)		50.31
15050 - Computer Based Training Specialist / Instructor		34.69
15060 - Educational Technologist		48.49
15070 - Flight Instructor (Pilot)		50.31
15080 - Graphic Artist		31.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.60
15086 - Maintenance Test Pilot, Rotary Wing		48.60
15088 - Non-Maintenance Test/Co-Pilot		48.60
15090 - Technical Instructor		26.13
15095 - Technical Instructor/Course Developer		31.96
15110 - Test Proctor		21.83
15120 - Tutor		21.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.13
16030 - Counter Attendant		17.13
16040 - Dry Cleaner		19.57
16070 - Finisher, Flatwork, Machine		17.13
16090 - Presser, Hand		17.13
16110 - Presser, Machine, Drycleaning		17.13
16130 - Presser, Machine, Shirts		17.13
16160 - Presser, Machine, Wearing Apparel, Laundry		17.13
16190 - Sewing Machine Operator		20.39
16220 - Tailor		21.20
16250 - Washer, Machine		17.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.23
19040 - Tool And Die Maker		33.60
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.88
21030 - Material Coordinator		27.70
21040 - Material Expediter		27.70
21050 - Material Handling Laborer		16.58
21071 - Order Filler		16.83
21080 - Production Line Worker (Food Processing)		18.88
21110 - Shipping Packer		17.49
21130 - Shipping/Receiving Clerk		17.49
21140 - Store Worker I		16.98
21150 - Stock Clerk		19.53
21210 - Tools And Parts Attendant		18.88
21410 - Warehouse Specialist		18.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.47
23019 - Aircraft Logs and Records Technician		24.70
23021 - Aircraft Mechanic I		30.05
23022 - Aircraft Mechanic II		31.47
23023 - Aircraft Mechanic III		32.59
23040 - Aircraft Mechanic Helper		21.43
23050 - Aircraft, Painter		28.23
23060 - Aircraft Servicer		24.70
23070 - Aircraft Survival Flight Equipment Technician		28.23
23080 - Aircraft Worker		26.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.45



I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	30.05
II	
23110 - Appliance Mechanic	28.23
23120 - Bicycle Repairer	23.01
23125 - Cable Splicer	30.05
23130 - Carpenter, Maintenance	31.04
23140 - Carpet Layer	26.46
23160 - Electrician, Maintenance	33.55
23181 - Electronics Technician Maintenance I	26.46
23182 - Electronics Technician Maintenance II	28.23
23183 - Electronics Technician Maintenance III	30.05
23260 - Fabric Worker	24.70
23290 - Fire Alarm System Mechanic	30.05
23310 - Fire Extinguisher Repairer	23.01
23311 - Fuel Distribution System Mechanic	30.05
23312 - Fuel Distribution System Operator	23.01
23370 - General Maintenance Worker	21.12
23380 - Ground Support Equipment Mechanic	30.05
23381 - Ground Support Equipment Servicer	24.70
23382 - Ground Support Equipment Worker	26.45
23391 - Gunsmith I	23.01
23392 - Gunsmith II	26.45
23393 - Gunsmith III	30.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.45
23430 - Heavy Equipment Mechanic	31.20
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	30.05
23465 - Laboratory/Shelter Mechanic	28.23
23470 - Laborer	16.34
23510 - Locksmith	28.23
23530 - Machinery Maintenance Mechanic	29.84
23550 - Machinist, Maintenance	30.05
23580 - Maintenance Trades Helper	19.55
23591 - Metrology Technician I	30.05
23592 - Metrology Technician II	31.47
23593 - Metrology Technician III	32.59
23640 - Millwright	30.05
23710 - Office Appliance Repairer	28.23
23760 - Painter, Maintenance	25.75
23790 - Pipefitter, Maintenance	30.37
23810 - Plumber, Maintenance	28.53
23820 - Pneudraulic Systems Mechanic	30.05
23850 - Rigger	30.05
23870 - Scale Mechanic	26.45
23890 - Sheet-Metal Worker, Maintenance	29.78
23910 - Small Engine Mechanic	26.45
23931 - Telecommunications Mechanic I	32.55
23932 - Telecommunications Mechanic II	34.08
23950 - Telephone Lineman	31.59
23960 - Welder, Combination, Maintenance	24.80
23965 - Well Driller	30.05
23970 - Woodcraft Worker	30.05
23980 - Woodworker	23.01
24000 - Personal Needs Occupations	
24550 - Case Manager	21.69
24570 - Child Care Attendant	15.75***
24580 - Child Care Center Clerk	20.96
24610 - Chore Aide	14.44***
24620 - Family Readiness And Support Services Coordinator	21.69
24630 - Homemaker	21.69

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.96
25040 - Sewage Plant Operator	39.00
25070 - Stationary Engineer	35.97
25190 - Ventilation Equipment Tender	26.25
25210 - Water Treatment Plant Operator	39.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.56
27007 - Baggage Inspector	16.05***
27008 - Corrections Officer	35.97
27010 - Court Security Officer	33.14
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	35.97
27070 - Firefighter	27.18
27101 - Guard I	16.05***
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.69
28042 - Carnival Equipment Repairer	19.00
28043 - Carnival Worker	15.00***
28210 - Gate Attendant/Gate Tender	18.53
28310 - Lifeguard	16.50
28350 - Park Attendant (Aide)	20.72
28510 - Recreation Aide/Health Facility Attendant	15.12***
28515 - Recreation Specialist	25.68
28630 - Sports Official	16.50
28690 - Swimming Pool Operator	21.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	48.75
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	33.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.02
30021 - Archeological Technician I	21.99
30022 - Archeological Technician II	24.60
30023 - Archeological Technician III	30.49
30030 - Cartographic Technician	30.49
30040 - Civil Engineering Technician	30.49
30051 - Cryogenic Technician I	24.88
30052 - Cryogenic Technician II	27.48
30061 - Drafter/CAD Operator I	21.99
30062 - Drafter/CAD Operator II	24.60
30063 - Drafter/CAD Operator III	27.43
30064 - Drafter/CAD Operator IV	33.76
30081 - Engineering Technician I	19.60
30082 - Engineering Technician II	21.99
30083 - Engineering Technician III	24.60
30084 - Engineering Technician IV	30.49
30085 - Engineering Technician V	37.29
30086 - Engineering Technician VI	45.11
30090 - Environmental Technician	24.91
30095 - Evidence Control Specialist	22.46
30210 - Laboratory Technician	23.78
30221 - Latent Fingerprint Technician I	24.88
30222 - Latent Fingerprint Technician II	27.48
30240 - Mathematical Technician	30.49
30361 - Paralegal/Legal Assistant I	22.69
30362 - Paralegal/Legal Assistant II	28.12
30363 - Paralegal/Legal Assistant III	34.40

30364 - Paralegal/Legal Assistant IV	41.61
30375 - Petroleum Supply Specialist	27.48
30390 - Photo-Optics Technician	30.49
30395 - Radiation Control Technician	27.48
30461 - Technical Writer I	25.81
30462 - Technical Writer II	31.56
30463 - Technical Writer III	38.18
30491 - Unexploded Ordnance (UXO) Technician I	31.69
30492 - Unexploded Ordnance (UXO) Technician II	38.34
30493 - Unexploded Ordnance (UXO) Technician III	45.95
30494 - Unexploded (UXO) Safety Escort	31.69
30495 - Unexploded (UXO) Sweep Personnel	31.69
30501 - Weather Forecaster I	26.90
30502 - Weather Forecaster II	32.71
30620 - Weather Observer, Combined Upper Air Or	(see 2) 27.43
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 30.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.34
31020 - Bus Aide	16.23
31030 - Bus Driver	22.01
31043 - Driver Courier	18.77
31260 - Parking and Lot Attendant	15.38***
31290 - Shuttle Bus Driver	15.91***
31310 - Taxi Driver	15.27***
31361 - Truckdriver, Light	20.16
31362 - Truckdriver, Medium	21.68
31363 - Truckdriver, Heavy	23.28
31364 - Truckdriver, Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.69
99030 - Cashier	15.00***
99050 - Desk Clerk	16.38
99095 - Embalmer	31.69
99130 - Flight Follower	31.69
99251 - Laboratory Animal Caretaker I	21.03
99252 - Laboratory Animal Caretaker II	22.58
99260 - Marketing Analyst	30.86
99310 - Mortician	31.69
99410 - Pest Controller	20.89
99510 - Photofinishing Worker	16.65
99710 - Recycling Laborer	21.82
99711 - Recycling Specialist	25.98
99730 - Refuse Collector	20.88
99810 - Sales Clerk	15.58***
99820 - School Crossing Guard	17.83
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
99840 - Vending Machine Attendant	21.03
99841 - Vending Machine Repairer	25.96
99842 - Vending Machine Repairer Helper	21.03

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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.

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 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)

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))."