

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1   7
2. AMENDMENT/MODIFICATION NO. P00020	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE ATTN [REDACTED] 4955 TECHNOLOGY WAY BOCA RATON FL 334313367		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE JMLKZZ1NL2Z6		FACILITY CODE	9B. DATED (SEE ITEM 11)
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000009	
			10B. DATED (SEE ITEM 13) 12/19/2019

**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)

n/a

**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) FAR 52.217-9 Option to Extend the Term of the Contract

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

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

UEI: JMLKZZ1NL2Z6

Contracting Officer's Representative (COR): [REDACTED], (760) 561-[REDACTED], E-mail: [REDACTED]

Alternate COR: [REDACTED], (213) 312-[REDACTED], E-mail: [REDACTED]

Contracting Officer: [REDACTED], (949) 943-[REDACTED], E-mail [REDACTED]

Attachment 29 Wage Determination 2015-5629 R.24 07-22-2024

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], Executive Vice President	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) [REDACTED]
15B. CONTRACTOR/OFF  (Signature of p Previous edition unusable	15C. DATE SIGNED 9/26/2024

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NAME OF OFFEROR OR CONTRACTOR  
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The purpose of this modification is to:</p> <p>1) Exercise Option Year 1 for detention and transportation service at Adelanto and Desert View annex IDIQ CLINS 1001 through 1006A PoP: 12/20/2024 - 12/19/2029</p> <p>2) Incorporate updated Service Contract Act (SCA) wage determinations issued by the Department of Labor for San Bernardino County, see attached.</p> <p>All funding continues to be obligated at the task order level.</p> <p>LIST OF CHANGES: Reason for Modification: Exercise an Option Total Amount for this Modification: \$0.00 Period of Performance: 12/20/2024 to 12/19/2029</p> <p>Change Item 1001 to read as follows (amount shown is the obligated amount):</p>				
1001	<p>Adelanto Detention Services-- Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				0.00
1001A	<p>Change Item 1001A to read as follows (amount shown is the obligated amount):</p> <p>Desert View Detention Services Guaranteed Minimum ( [REDACTED] Beds)</p> <p>Periods of Performance and Rate:</p> <p>12/20/2024-12/19/2025 ( [REDACTED] Beds) [REDACTED] 12/20/2025-12/19/2026 ( [REDACTED] Beds) [REDACTED] 12/20/2026-12/19/2027 ( [REDACTED] Beds) [REDACTED] 12/20/2027-12/19/2028 ( [REDACTED] Beds) [REDACTED] 12/20/2028-12/19/2029 ( [REDACTED] Beds) [REDACTED]</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1001AB to read as follows (amount shown is the obligated amount): Continued ...</p>				[REDACTED]

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NAME OF OFFEROR OR CONTRACTOR  
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1001AB	Adelanto (Detention Beds [REDACTED] : ) Monthly Facility Operating Charge Period of Performance and Rates Level I Detention Beds [REDACTED] :  12/20/2024 - 12/19/2025 [REDACTED] monthly; NTE: [REDACTED] 12/20/2025 - [REDACTED] monthly; NTE: [REDACTED] 12/20/2026 - 12/19/2027 [REDACTED] monthly; NTE: [REDACTED] 12/20/2027 - 12/19/2028 [REDACTED] monthly; NTE: [REDACTED] 12/20/2028 - 12/19/2029 [REDACTED] monthly; NTE: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD  Change Item 1001B to read as follows (amount shown is the obligated amount):				[REDACTED]
1001B	Adelanto (Detention Beds [REDACTED] ) Monthly Facility Operating Charge Period of Performance and Rates  Level II Detention Beds [REDACTED] :  12/20/2024 - 12/19/2025 [REDACTED] Monthly; NTE: [REDACTED] 12/20/2025 - 12/19/2026 [REDACTED] Monthly; NTE: [REDACTED] 12/20/2026 - 12/19/2027 [REDACTED] Monthly; NTE: [REDACTED] 12/20/2027 - 12/19/2028 [REDACTED] Monthly; NTE: [REDACTED] 12/20/2028 - 12/19/2029 [REDACTED] Monthly; NTE: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD  Change Item 1001C to read as follows (amount shown is the obligated amount):				[REDACTED]
1001C	Adelanto Daily Occupancy Detention Services- Operational Charge/Period of Performance and Continued ...				[REDACTED]

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Rates:</p> <p>12/20/2024 - 12/29/2029 at [REDACTED] per bed day;                      NTE: \$ [REDACTED]                      [REDACTED] full capacity x [REDACTED] days =                      [REDACTED] full capacity x [REDACTED] days =</p> <p>Note: [REDACTED] days for FY 2024, 2028, &amp; 2032                      Obligated Amount: \$0.00                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD</p>				
1002	<p>Change Item 1002 to read as follows (amount shown is the obligated amount):</p> <p>Reserved                      Obligated Amount: \$0.00                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD</p>				0.00
1002A	<p>Change Item 1002A to read as follows (amount shown is the obligated amount):</p> <p>Desert View Detention Services                      Above Guaranteed Minimum Rate                      [REDACTED] beds)</p> <p>Period of Performance and Rate:</p> <p>12/20/2024-12/19/2025 [REDACTED] Beds) [REDACTED]                      12/20/2025-12/19/2026 [REDACTED] Beds)                      12/20/2026-12/19/2027 [REDACTED] Beds)                      12/20/2027-12/19/2028 [REDACTED] Beds)                      12/20/2028-12/19/2029 [REDACTED] Beds)</p> <p>Obligated Amount: \$0.00                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD</p>				[REDACTED]
1003	<p>Change Item 1003 to read as follows (amount shown is the obligated amount):</p> <p>Adelanto Guaranteed Transportation Monthly Fee</p> <p>Period of Performance and Rate:                      12/20/2024-12/19/2025 [REDACTED] Monthly;                      NTE [REDACTED]                      Continued ...</p>				[REDACTED]

NAME OF OFFEROR OR CONTRACTOR  
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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>12/20/2025-12/19/2026 [REDACTED] Monthly;  NTE [REDACTED]  12/20/2026-12/19/2027 [REDACTED] Monthly;  NTE [REDACTED]  12/20/2027-12/19/2028 [REDACTED] Monthly;  NTE [REDACTED]  12/20/2028-12/19/2029 [REDACTED] Monthly;  NTE [REDACTED]  Obligated Amount: \$0.00  Product/Service Code: S206  Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1004 to read as follows (amount shown is the obligated amount):</p>				
1004	<p>Adelanto On-Call Stationary/Transportation Guard Hours  Hourly Rate: [REDACTED]  Period of Performance and Rates  12/20/2024 - 12/19/2029 at [REDACTED] per hour; NTE:  [REDACTED] hours per year  Obligated Amount: \$0.00  Product/Service Code: S206  Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1004A to read as follows (amount shown is the obligated amount):</p>				[REDACTED]
1004A	<p>Desert View On-Call Stationary/Transportation Guard Hours  Hourly Rate: [REDACTED]  NTE: [REDACTED] hours  Obligated Amount: \$0.00  Product/Service Code: S206  Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1005 to read as follows (amount shown is the obligated amount):</p>				[REDACTED]
1005	<p>Adelanto Detainee Work Program  Rate: [REDACTED] Per Day Per Detainee  NTE: [REDACTED] days  Obligated Amount: \$0.00  Product/Service Code: S206  Continued ...</p>				[REDACTED]

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NAME OF OFFEROR OR CONTRACTOR  
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1005A	<p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1005A to read as follows (amount shown is the obligated amount):</p> <p>Desert View Detainee Work Program Rate: [REDACTED] per day per detainee</p> <p>NTE: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				[REDACTED]
1006	<p>Change Item 1006 to read as follows (amount shown is the obligated amount):</p> <p>Adelanto Facility Upgrades</p> <p>*No facility modifications or other work planned under this CLIN may be initiated without a negotiated proposal and with approval by the Contracting Officer via a contract modification and funding obligated via task order.</p> <p>NTE: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				[REDACTED]
1006A	<p>Change Item 1006A to read as follows (amount shown is the obligated amount):</p> <p>Desert View Facility Upgrades</p> <p>*No facility modifications or other work planned under this CLIN may be initiated without a negotiated proposal and with approval by the Contracting Officer via a contract modification and funding obligated via task order.</p> <p>NTE: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>All other terms and conditions within the Continued ...</p>				[REDACTED]

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NAME OF OFFEROR OR CONTRACTOR  
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	referenced IDIQ remain the same.				

<p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
<p>Daniel W. Simms Director</p>	<p>Division of Wage Determinations</p>
<p>Wage Determination No.: 2015-5629 Revision No.: 24 Date Of Last Revision: 07/22/2024</p>	

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: California

Area: California Counties of Riverside, San Bernardino

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.75
01012 - Accounting Clerk II		21.05
01013 - Accounting Clerk III		23.54
01020 - Administrative Assistant		36.12
01035 - Court Reporter		46.98
01041 - Customer Service Representative I		17.31
01042 - Customer Service Representative II		18.89
01043 - Customer Service Representative III		21.20
01051 - Data Entry Operator I		18.62
01052 - Data Entry Operator II		20.32
01060 - Dispatcher, Motor Vehicle		22.98
01070 - Document Preparation Clerk		21.55
01090 - Duplicating Machine Operator		21.55
01111 - General Clerk I		17.00***
01112 - General Clerk II		18.54
01113 - General Clerk III		20.82

01120 - Housing Referral Assistant	26.06
01141 - Messenger Courier	17.61
01191 - Order Clerk I	17.99
01192 - Order Clerk II	19.63
01261 - Personnel Assistant (Employment) I	20.68
01262 - Personnel Assistant (Employment) II	23.13
01263 - Personnel Assistant (Employment) III	25.80
01270 - Production Control Clerk	25.60
01290 - Rental Clerk	18.17
01300 - Scheduler, Maintenance	20.89
01311 - Secretary I	20.89
01312 - Secretary II	23.37
01313 - Secretary III	26.06
01320 - Service Order Dispatcher	20.54
01410 - Supply Technician	36.12
01420 - Survey Worker	23.30
01460 - Switchboard Operator/Receptionist	17.91
01531 - Travel Clerk I	18.62
01532 - Travel Clerk II	20.89
01533 - Travel Clerk III	22.19
01611 - Word Processor I	18.49
01612 - Word Processor II	20.77
01613 - Word Processor III	23.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.40
05010 - Automotive Electrician	27.97
05040 - Automotive Glass Installer	26.13
05070 - Automotive Worker	26.13
05110 - Mobile Equipment Servicer	22.34
05130 - Motor Equipment Metal Mechanic	28.51
05160 - Motor Equipment Metal Worker	26.13
05190 - Motor Vehicle Mechanic	28.51
05220 - Motor Vehicle Mechanic Helper	20.84
05250 - Motor Vehicle Upholstery Worker	24.27
05280 - Motor Vehicle Wrecker	26.13
05310 - Painter, Automotive	27.97
05340 - Radiator Repair Specialist	26.13
05370 - Tire Repairer	17.32
05400 - Transmission Repair Specialist	28.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.56
07041 - Cook I	21.22
07042 - Cook II	24.83
07070 - Dishwasher	16.50***
07130 - Food Service Worker	17.38
07210 - Meat Cutter	18.88
07260 - Waiter/Waitress	16.24***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.85
09040 - Furniture Handler	14.14***
09080 - Furniture Refinisher	21.55
09090 - Furniture Refinisher Helper	16.06***
09110 - Furniture Repairer, Minor	18.70
09130 - Upholsterer	21.37
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.00***
11060 - Elevator Operator	17.79
11090 - Gardener	22.19
11122 - Housekeeping Aide	17.79
11150 - Janitor	17.79
11210 - Laborer, Grounds Maintenance	18.25
11240 - Maid or Houseman	17.46
11260 - Pruner	17.42
11270 - Tractor Operator	20.71
11330 - Trail Maintenance Worker	18.25

11360 - Window Cleaner	18.64
12000 - Health Occupations	
12010 - Ambulance Driver	20.17
12011 - Breath Alcohol Technician	29.98
12012 - Certified Occupational Therapist Assistant	37.29
12015 - Certified Physical Therapist Assistant	38.58
12020 - Dental Assistant	22.62
12025 - Dental Hygienist	50.98
12030 - EKG Technician	33.50
12035 - Electroneurodiagnostic Technologist	33.50
12040 - Emergency Medical Technician	20.17
12071 - Licensed Practical Nurse I	26.81
12072 - Licensed Practical Nurse II	29.98
12073 - Licensed Practical Nurse III	33.42
12100 - Medical Assistant	19.00
12130 - Medical Laboratory Technician	30.67
12160 - Medical Record Clerk	22.99
12190 - Medical Record Technician	25.71
12195 - Medical Transcriptionist	22.89
12210 - Nuclear Medicine Technologist	62.15
12221 - Nursing Assistant I	15.15***
12222 - Nursing Assistant II	17.04***
12223 - Nursing Assistant III	18.60
12224 - Nursing Assistant IV	20.87
12235 - Optical Dispenser	24.54
12236 - Optical Technician	24.11
12250 - Pharmacy Technician	23.10
12280 - Phlebotomist	23.49
12305 - Radiologic Technologist	48.05
12311 - Registered Nurse I	34.44
12312 - Registered Nurse II	42.13
12313 - Registered Nurse II, Specialist	42.13
12314 - Registered Nurse III	50.97
12315 - Registered Nurse III, Anesthetist	50.97
12316 - Registered Nurse IV	61.09
12317 - Scheduler (Drug and Alcohol Testing)	37.15
12320 - Substance Abuse Treatment Counselor	27.94
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.89
13012 - Exhibits Specialist II	29.60
13013 - Exhibits Specialist III	36.38
13041 - Illustrator I	28.69
13042 - Illustrator II	35.54
13043 - Illustrator III	43.47
13047 - Librarian	36.32
13050 - Library Aide/Clerk	18.42
13054 - Library Information Technology Systems Administrator	32.80
13058 - Library Technician	25.30
13061 - Media Specialist I	23.67
13062 - Media Specialist II	26.48
13063 - Media Specialist III	29.52
13071 - Photographer I	19.19
13072 - Photographer II	21.46
13073 - Photographer III	26.60
13074 - Photographer IV	32.91
13075 - Photographer V	39.80
13090 - Technical Order Library Clerk	23.12
13110 - Video Teleconference Technician	26.82
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.78
14042 - Computer Operator II	24.36
14043 - Computer Operator III	27.18
14044 - Computer Operator IV	30.22
14045 - Computer Operator V	33.46

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		21.78
14160 - Personal Computer Support Technician		30.22
14170 - System Support Specialist		33.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.20
15020 - Aircrew Training Devices Instructor (Rated)		46.23
15030 - Air Crew Training Devices Instructor (Pilot)		55.41
15050 - Computer Based Training Specialist / Instructor		38.20
15060 - Educational Technologist		53.91
15070 - Flight Instructor (Pilot)		55.41
15080 - Graphic Artist		28.43
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.17
15086 - Maintenance Test Pilot, Rotary Wing		55.17
15088 - Non-Maintenance Test/Co-Pilot		55.17
15090 - Technical Instructor		25.33
15095 - Technical Instructor/Course Developer		30.98
15110 - Test Proctor		20.44
15120 - Tutor		20.44
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.19
16030 - Counter Attendant		18.19
16040 - Dry Cleaner		20.79
16070 - Finisher, Flatwork, Machine		18.19
16090 - Presser, Hand		18.19
16110 - Presser, Machine, Drycleaning		18.19
16130 - Presser, Machine, Shirts		18.19
16160 - Presser, Machine, Wearing Apparel, Laundry		18.19
16190 - Sewing Machine Operator		21.65
16220 - Tailor		22.52
16250 - Washer, Machine		19.06
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.71
19040 - Tool And Die Maker		28.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.51
21030 - Material Coordinator		25.60
21040 - Material Expediter		25.60
21050 - Material Handling Laborer		21.40
21071 - Order Filler		20.36
21080 - Production Line Worker (Food Processing)		22.51
21110 - Shipping Packer		18.85
21130 - Shipping/Receiving Clerk		18.85
21140 - Store Worker I		19.06
21150 - Stock Clerk		22.10
21210 - Tools And Parts Attendant		22.51
21410 - Warehouse Specialist		22.51
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.02
23019 - Aircraft Logs and Records Technician		30.51
23021 - Aircraft Mechanic I		37.17
23022 - Aircraft Mechanic II		39.02
23023 - Aircraft Mechanic III		40.51
23040 - Aircraft Mechanic Helper		26.20
23050 - Aircraft, Painter		35.16
23060 - Aircraft Servicer		30.51
23070 - Aircraft Survival Flight Equipment Technician		35.16
23080 - Aircraft Worker		32.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		32.85

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	37.17
II	
23110 - Appliance Mechanic	25.14
23120 - Bicycle Repairer	19.38
23125 - Cable Splicer	52.38
23130 - Carpenter, Maintenance	29.91
23140 - Carpet Layer	25.73
23160 - Electrician, Maintenance	32.79
23181 - Electronics Technician Maintenance I	31.00
23182 - Electronics Technician Maintenance II	33.18
23183 - Electronics Technician Maintenance III	35.08
23260 - Fabric Worker	26.87
23290 - Fire Alarm System Mechanic	29.45
23310 - Fire Extinguisher Repairer	24.73
23311 - Fuel Distribution System Mechanic	38.87
23312 - Fuel Distribution System Operator	29.36
23370 - General Maintenance Worker	23.78
23380 - Ground Support Equipment Mechanic	37.17
23381 - Ground Support Equipment Servicer	30.51
23382 - Ground Support Equipment Worker	32.85
23391 - Gunsmith I	24.73
23392 - Gunsmith II	28.93
23393 - Gunsmith III	32.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.12
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.71
23430 - Heavy Equipment Mechanic	34.08
23440 - Heavy Equipment Operator	39.51
23460 - Instrument Mechanic	38.68
23465 - Laboratory/Shelter Mechanic	30.97
23470 - Laborer	20.65
23510 - Locksmith	29.17
23530 - Machinery Maintenance Mechanic	30.92
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	17.91
23591 - Metrology Technician I	38.68
23592 - Metrology Technician II	40.60
23593 - Metrology Technician III	42.15
23640 - Millwright	32.96
23710 - Office Appliance Repairer	22.67
23760 - Painter, Maintenance	23.43
23790 - Pipefitter, Maintenance	30.55
23810 - Plumber, Maintenance	28.90
23820 - Pneudraulic Systems Mechanic	32.74
23850 - Rigger	31.42
23870 - Scale Mechanic	28.93
23890 - Sheet-Metal Worker, Maintenance	31.26
23910 - Small Engine Mechanic	22.24
23931 - Telecommunications Mechanic I	30.90
23932 - Telecommunications Mechanic II	32.44
23950 - Telephone Lineman	32.65
23960 - Welder, Combination, Maintenance	23.98
23965 - Well Driller	37.50
23970 - Woodcraft Worker	32.74
23980 - Woodworker	24.73
24000 - Personal Needs Occupations	
24550 - Case Manager	22.45
24570 - Child Care Attendant	18.00
24580 - Child Care Center Clerk	22.45
24610 - Chore Aide	15.50***
24620 - Family Readiness And Support Services Coordinator	22.45
24630 - Homemaker	22.45

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.90
25040 - Sewage Plant Operator	37.65
25070 - Stationary Engineer	37.90
25190 - Ventilation Equipment Tender	26.06
25210 - Water Treatment Plant Operator	37.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.29
27007 - Baggage Inspector	18.18
27008 - Corrections Officer	44.74
27010 - Court Security Officer	39.91
27030 - Detection Dog Handler	20.34
27040 - Detention Officer	44.74
27070 - Firefighter	35.07
27101 - Guard I	18.18
27102 - Guard II	20.34
27131 - Police Officer I	46.11
27132 - Police Officer II	51.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.18
28042 - Carnival Equipment Repairer	20.56
28043 - Carnival Worker	16.14***
28210 - Gate Attendant/Gate Tender	20.58
28310 - Lifeguard	16.14***
28350 - Park Attendant (Aide)	23.02
28510 - Recreation Aide/Health Facility Attendant	16.81***
28515 - Recreation Specialist	28.53
28630 - Sports Official	18.34
28690 - Swimming Pool Operator	24.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.28
29020 - Hatch Tender	31.28
29030 - Line Handler	31.28
29041 - Stevedore I	29.05
29042 - Stevedore II	33.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.57
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.26
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.92
30021 - Archeological Technician I	24.64
30022 - Archeological Technician II	27.72
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	36.38
30051 - Cryogenic Technician I	34.20
30052 - Cryogenic Technician II	37.77
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	20.13
30082 - Engineering Technician II	22.59
30083 - Engineering Technician III	25.27
30084 - Engineering Technician IV	31.31
30085 - Engineering Technician V	38.30
30086 - Engineering Technician VI	46.33
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	30.89
30210 - Laboratory Technician	23.86
30221 - Latent Fingerprint Technician I	34.82
30222 - Latent Fingerprint Technician II	38.46
30240 - Mathematical Technician	41.04
30361 - Paralegal/Legal Assistant I	23.85
30362 - Paralegal/Legal Assistant II	29.56
30363 - Paralegal/Legal Assistant III	36.15

30364 - Paralegal/Legal Assistant IV	43.73
30375 - Petroleum Supply Specialist	37.77
30390 - Photo-Optics Technician	33.63
30395 - Radiation Control Technician	37.77
30461 - Technical Writer I	27.52
30462 - Technical Writer II	33.66
30463 - Technical Writer III	40.72
30491 - Unexploded Ordnance (UXO) Technician I	33.41
30492 - Unexploded Ordnance (UXO) Technician II	40.42
30493 - Unexploded Ordnance (UXO) Technician III	48.45
30494 - Unexploded (UXO) Safety Escort	33.41
30495 - Unexploded (UXO) Sweep Personnel	33.41
30501 - Weather Forecaster I	34.20
30502 - Weather Forecaster II	41.61
30620 - Weather Observer, Combined Upper Air Or	(see 2) 30.79
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 33.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.42
31020 - Bus Aide	19.99
31030 - Bus Driver	28.19
31043 - Driver Courier	19.56
31260 - Parking and Lot Attendant	16.72***
31290 - Shuttle Bus Driver	18.74
31310 - Taxi Driver	14.93***
31361 - Truckdriver, Light	21.35
31362 - Truckdriver, Medium	23.22
31363 - Truckdriver, Heavy	27.17
31364 - Truckdriver, Tractor-Trailer	27.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.71
99030 - Cashier	16.51***
99050 - Desk Clerk	17.19***
99095 - Embalmer	33.96
99130 - Flight Follower	33.41
99251 - Laboratory Animal Caretaker I	18.08
99252 - Laboratory Animal Caretaker II	19.38
99260 - Marketing Analyst	31.78
99310 - Mortician	33.96
99410 - Pest Controller	22.07
99510 - Photofinishing Worker	21.47
99710 - Recycling Laborer	29.73
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	27.89
99810 - Sales Clerk	17.13***
99820 - School Crossing Guard	18.94
99830 - Survey Party Chief	42.89
99831 - Surveying Aide	22.67
99832 - Surveying Technician	31.00
99840 - Vending Machine Attendant	17.45
99841 - Vending Machine Repairer	22.41
99842 - Vending Machine Repairer Helper	17.45

\*\*\*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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* 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))."

2. AMENDMENT/MODIFICATION NO. P00021	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) GEO GROUP INC THE ATTN [REDACTED] 4955 TECHNOLOGY WAY BOCA RATON FL 334313367	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000009
		10B. DATED (SEE ITEM 13) 12/19/2019
CODE JMLKZZ1NL2Z6	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 - FAR 52.222-43 Fair Labor Standards Act and Service Act-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: JMLKZZ1NL2Z6  
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Contracting Officer's Representative (COR):  
[REDACTED], (760) 561-[REDACTED], E-mail: [REDACTED]

Alternate COR:  
[REDACTED] (213) 312-[REDACTED], E-mail: [REDACTED]

Contracting Officer:  
[REDACTED], (771) 233-[REDACTED] E-mail: [REDACTED]

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] - Executive Vice President	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) [REDACTED]
15B. CONTRACTOR/O [REDACTED] (Signature) Previous edition unusa	15C. DATE SIGNED 12/19/2024

NAME OF OFFEROR OR CONTRACTOR  
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Contract Specialist:                      (202) 731-                      [REDACTED]</p> <p>The purpose of this bilateral modification is to:</p> <ol style="list-style-type: none"> <li>1. Approve the REA and change the annual rates, effective 12/20/2024 in accordance with FAR 52.222-43 as follows:                             <ol style="list-style-type: none"> <li>a) Change Adelanto Monthly Facility Operating Charge (FOC) (Tier 1: [REDACTED] beds) Fixed Monthly Rate</li> <li>b) Change Adelanto Monthly Facility Operating Charge (FOC) (Tier 2: [REDACTED] beds) Fixed Monthly Rate</li> <li>c) Change Adelanto Guaranteed Transportation Monthly Fee</li> <li>d) Change Adelanto On-Call Stationary/Transportation Guards Hourly Rate</li> <li>e) Change Desert View On-Call Stationary/Transportation Guards Hourly Rate</li> <li>f) Exercise CLINs 1003B Desert View Detention Services ([REDACTED]), 1003C Desert View Detention Services Per Diem Tier 1 ([REDACTED]), and 1003D Desert View Detention Services Per Diem Tier 2 ([REDACTED]).</li> </ol> </li> </ol> <p>As a result of this modification, the total value of this IDIQ has increased from:                      [REDACTED] by: [REDACTED] to:                      [REDACTED]. The increase is due to incorporation of the approved REA and adding additional Option Year CLINs to capture the [REDACTED] bed and daily per diem requirements at Desert View as negotiated in P00017. The [REDACTED] bed and daily per diem requirements were not removed from the contract in case the need to increase bed space in the future is required. The true increase that will be realized through the task orders is the REA increase of [REDACTED].</p> <p>**See CLINs for all rate changes and effective dates.</p> <p>Continued ...</p>				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR20D00000009/P00021

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NAME OF OFFEROR OR CONTRACTOR  
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>There is no requisition associated with this modification. All funding continues to be obligated at the task order level, if further task orders are issued. Period of Performance: 12/20/2024 to 12/19/2029</p> <p>Change Item 1001AB to read as follows (amount shown is the obligated amount):</p> <p>1001AB Adelanto (Detention Beds [REDACTED]:) Monthly Facility Operating Charge Level I Detention Beds [REDACTED]</p> <p>Period of Performance and Rates: 12/20/2024 - 12/19/2025 [REDACTED] monthly; NTE: [REDACTED] 12/20/2025 - 12/19/2026 [REDACTED] monthly; NTE: [REDACTED] 12/20/2026 - 12/19/2027 [REDACTED] monthly; NTE: [REDACTED] 12/20/2027 - 12/19/2028 [REDACTED] monthly; NTE: [REDACTED] 12/20/2028 - 12/19/2029 [REDACTED] monthly; NTE: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				[REDACTED]
1001B	<p>Change Item 1001B to read as follows (amount shown is the obligated amount):</p> <p>1001B Adelanto (Detention Beds [REDACTED]) Monthly Facility Operating Charge Level II Detention Beds [REDACTED]:</p> <p>Period of Performance and Rates: 12/20/2024 - 12/19/2025 [REDACTED] Monthly; NTE: [REDACTED] 12/20/2025 - 12/19/2026 [REDACTED] Monthly; NTE: [REDACTED] 12/20/2026 - 12/19/2027 [REDACTED] Monthly; NTE: [REDACTED] 12/20/2027 - 12/19/2028 [REDACTED] Monthly; NTE: [REDACTED] 12/20/2028 - 12/19/2029 [REDACTED] Monthly; NTE: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Continued ...</p>				[REDACTED]

**CONTINUATION SHEET**

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NAME OF OFFEROR OR CONTRACTOR  
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1003	<p>Change Item 1003 to read as follows (amount shown is the obligated amount):</p> <p>Adelanto Guaranteed Transportation Monthly Fee</p> <p>Period of Performance and Rate:                      12/20/2024-12/19/2025 (12) [REDACTED] Monthly;                      NTE [REDACTED]                      12/20/2025-12/19/2026 (12) [REDACTED] Monthly;                      NTE [REDACTED]                      12/20/2026-12/19/2027 (12) [REDACTED] Monthly;                      NTE [REDACTED]                      12/20/2027-12/19/2028 (12) [REDACTED] Monthly;                      NTE [REDACTED]                      12/20/2028-12/19/2029 (12) [REDACTED] Monthly;                      NTE [REDACTED]                      Obligated Amount: \$0.00                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD</p>				[REDACTED]
1003B	<p>Add Item 1003B as follows:</p> <p>Desert View Detention Services ([REDACTED]): Monthly Facility Operating Charge</p> <p>Period of Performance and Rates:                      12/20/2024 - 12/19/2025 [REDACTED] monthly;                      NTE: [REDACTED]                      12/20/2025 - 12/19/2026 [REDACTED] monthly;                      NTE: [REDACTED]                      12/20/2026 - 12/19/2027 [REDACTED] monthly;                      NTE: [REDACTED]                      12/20/2027 - 12/19/2028 [REDACTED] monthly;                      NTE: [REDACTED]                      12/20/2028 - 12/19/2029 [REDACTED] monthly;                      NTE: [REDACTED]                      Obligated Amount: \$0.00                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD</p>				[REDACTED]
1003C	<p>Add Item 1003C as follows:</p> <p>Desert View Detention Services                      Per Diem Tier 1 ([REDACTED]) DV Daily Occupancy Per Bed Day                      Continued ...</p>				[REDACTED]

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
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NAME OF OFFEROR OR CONTRACTOR  
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1003D	<p>Operational Charge/Period of Performance and Rates:                      12/20/2024 - 12/19/2025 [REDACTED] per bed day; NTE:                      [REDACTED] full Capacity x                      365 days)                      12/20/2025 - 12/19/2026 [REDACTED] per bed day; NTE:                      [REDACTED] full Capacity x                      365 days)                      12/20/2026 - 12/19/2027 [REDACTED] per bed day; NTE:                      [REDACTED] full Capacity x                      365 days)                      12/20/2027 - 12/19/2028 [REDACTED] per bed day; NTE:                      [REDACTED] full Capacity x                      366 days)                      12/20/2028 - 12/19/2029 [REDACTED] per bed day; NTE:                      [REDACTED] full Capacity x                      365 days)                      Obligated Amount: \$0.00                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Add Item 1003D as follows:</p> <p>Desert View Detention Services                      Per Diem Tier 2 ( [REDACTED] ) DV Daily Occupancy Per                      Bed Day</p> <p>Operational Charge/Period of Performance and Rates:                      12/20/2024 - 12/19/2025 [REDACTED] per bed day; NTE:                      [REDACTED] full capacity x                      365 days)                      12/20/2025 - 12/19/2026 [REDACTED] per bed day; NTE:                      [REDACTED] full capacity x                      365 days)                      12/20/2026 - 12/19/2027 [REDACTED] per bed day; NTE:                      [REDACTED] full capacity x                      365 days)                      12/20/2027 - 12/19/2028 [REDACTED] per bed day; NTE:                      [REDACTED] full capacity x                      366 days)                      12/20/2028 - 12/19/2029 [REDACTED] per bed day; NTE:                      [REDACTED] full capacity x                      365 days)                      Obligated Amount: \$0.00                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p>				[REDACTED]

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
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NAME OF OFFEROR OR CONTRACTOR  
GEO GROUP INC THE

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1004	<p>Change Item 1004 to read as follows (amount shown is the obligated amount):</p> <p>Adelanto On-Call Stationary/Transportation Guard Hours Hourly Rate: [REDACTED] NTE: [REDACTED] OR 100,000 hours per year Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				[REDACTED]
1004A	<p>Change Item 1004A to read as follows (amount shown is the obligated amount):</p> <p>Desert View On-Call Stationary/Transportation Guard Hours Hourly Rate: [REDACTED] NTE: [REDACTED] or [REDACTED] hours Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p>				[REDACTED]



01120 - Housing Referral Assistant	26.06
01141 - Messenger Courier	17.61
01191 - Order Clerk I	17.99
01192 - Order Clerk II	19.63
01261 - Personnel Assistant (Employment) I	20.68
01262 - Personnel Assistant (Employment) II	23.13
01263 - Personnel Assistant (Employment) III	25.80
01270 - Production Control Clerk	25.60
01290 - Rental Clerk	18.17
01300 - Scheduler, Maintenance	20.89
01311 - Secretary I	20.89
01312 - Secretary II	23.37
01313 - Secretary III	26.06
01320 - Service Order Dispatcher	20.54
01410 - Supply Technician	36.12
01420 - Survey Worker	23.30
01460 - Switchboard Operator/Receptionist	17.91
01531 - Travel Clerk I	18.62
01532 - Travel Clerk II	20.89
01533 - Travel Clerk III	22.19
01611 - Word Processor I	18.49
01612 - Word Processor II	20.77
01613 - Word Processor III	23.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.40
05010 - Automotive Electrician	27.97
05040 - Automotive Glass Installer	26.13
05070 - Automotive Worker	26.13
05110 - Mobile Equipment Servicer	22.34
05130 - Motor Equipment Metal Mechanic	28.51
05160 - Motor Equipment Metal Worker	26.13
05190 - Motor Vehicle Mechanic	28.51
05220 - Motor Vehicle Mechanic Helper	20.84
05250 - Motor Vehicle Upholstery Worker	24.27
05280 - Motor Vehicle Wrecker	26.13
05310 - Painter, Automotive	27.97
05340 - Radiator Repair Specialist	26.13
05370 - Tire Repairer	17.32
05400 - Transmission Repair Specialist	28.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.56
07041 - Cook I	21.22
07042 - Cook II	24.83
07070 - Dishwasher	16.50***
07130 - Food Service Worker	17.38
07210 - Meat Cutter	18.88
07260 - Waiter/Waitress	16.24***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.85
09040 - Furniture Handler	14.14***
09080 - Furniture Refinisher	21.55
09090 - Furniture Refinisher Helper	16.06***
09110 - Furniture Repairer, Minor	18.70
09130 - Upholsterer	21.37
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.00***
11060 - Elevator Operator	17.79
11090 - Gardener	22.19
11122 - Housekeeping Aide	17.79
11150 - Janitor	17.79
11210 - Laborer, Grounds Maintenance	18.25
11240 - Maid or Houseman	17.46
11260 - Pruner	17.42
11270 - Tractor Operator	20.71
11330 - Trail Maintenance Worker	18.25

11360 - Window Cleaner	18.64
12000 - Health Occupations	
12010 - Ambulance Driver	20.17
12011 - Breath Alcohol Technician	29.98
12012 - Certified Occupational Therapist Assistant	37.29
12015 - Certified Physical Therapist Assistant	38.58
12020 - Dental Assistant	22.62
12025 - Dental Hygienist	50.98
12030 - EKG Technician	33.50
12035 - Electroneurodiagnostic Technologist	33.50
12040 - Emergency Medical Technician	20.17
12071 - Licensed Practical Nurse I	26.81
12072 - Licensed Practical Nurse II	29.98
12073 - Licensed Practical Nurse III	33.42
12100 - Medical Assistant	19.00
12130 - Medical Laboratory Technician	30.67
12160 - Medical Record Clerk	22.99
12190 - Medical Record Technician	25.71
12195 - Medical Transcriptionist	22.89
12210 - Nuclear Medicine Technologist	62.15
12221 - Nursing Assistant I	15.15***
12222 - Nursing Assistant II	17.04***
12223 - Nursing Assistant III	18.60
12224 - Nursing Assistant IV	20.87
12235 - Optical Dispenser	24.54
12236 - Optical Technician	24.11
12250 - Pharmacy Technician	23.10
12280 - Phlebotomist	23.49
12305 - Radiologic Technologist	48.05
12311 - Registered Nurse I	34.44
12312 - Registered Nurse II	42.13
12313 - Registered Nurse II, Specialist	42.13
12314 - Registered Nurse III	50.97
12315 - Registered Nurse III, Anesthetist	50.97
12316 - Registered Nurse IV	61.09
12317 - Scheduler (Drug and Alcohol Testing)	37.15
12320 - Substance Abuse Treatment Counselor	27.94
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.89
13012 - Exhibits Specialist II	29.60
13013 - Exhibits Specialist III	36.38
13041 - Illustrator I	28.69
13042 - Illustrator II	35.54
13043 - Illustrator III	43.47
13047 - Librarian	36.32
13050 - Library Aide/Clerk	18.42
13054 - Library Information Technology Systems Administrator	32.80
13058 - Library Technician	25.30
13061 - Media Specialist I	23.67
13062 - Media Specialist II	26.48
13063 - Media Specialist III	29.52
13071 - Photographer I	19.19
13072 - Photographer II	21.46
13073 - Photographer III	26.60
13074 - Photographer IV	32.91
13075 - Photographer V	39.80
13090 - Technical Order Library Clerk	23.12
13110 - Video Teleconference Technician	26.82
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.78
14042 - Computer Operator II	24.36
14043 - Computer Operator III	27.18
14044 - Computer Operator IV	30.22
14045 - Computer Operator V	33.46

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		21.78
14160 - Personal Computer Support Technician		30.22
14170 - System Support Specialist		33.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.20
15020 - Aircrew Training Devices Instructor (Rated)		46.23
15030 - Air Crew Training Devices Instructor (Pilot)		55.41
15050 - Computer Based Training Specialist / Instructor		38.20
15060 - Educational Technologist		53.91
15070 - Flight Instructor (Pilot)		55.41
15080 - Graphic Artist		28.43
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.17
15086 - Maintenance Test Pilot, Rotary Wing		55.17
15088 - Non-Maintenance Test/Co-Pilot		55.17
15090 - Technical Instructor		25.33
15095 - Technical Instructor/Course Developer		30.98
15110 - Test Proctor		20.44
15120 - Tutor		20.44
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.19
16030 - Counter Attendant		18.19
16040 - Dry Cleaner		20.79
16070 - Finisher, Flatwork, Machine		18.19
16090 - Presser, Hand		18.19
16110 - Presser, Machine, Drycleaning		18.19
16130 - Presser, Machine, Shirts		18.19
16160 - Presser, Machine, Wearing Apparel, Laundry		18.19
16190 - Sewing Machine Operator		21.65
16220 - Tailor		22.52
16250 - Washer, Machine		19.06
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.71
19040 - Tool And Die Maker		28.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.51
21030 - Material Coordinator		25.60
21040 - Material Expediter		25.60
21050 - Material Handling Laborer		21.40
21071 - Order Filler		20.36
21080 - Production Line Worker (Food Processing)		22.51
21110 - Shipping Packer		18.85
21130 - Shipping/Receiving Clerk		18.85
21140 - Store Worker I		19.06
21150 - Stock Clerk		22.10
21210 - Tools And Parts Attendant		22.51
21410 - Warehouse Specialist		22.51
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.02
23019 - Aircraft Logs and Records Technician		30.51
23021 - Aircraft Mechanic I		37.17
23022 - Aircraft Mechanic II		39.02
23023 - Aircraft Mechanic III		40.51
23040 - Aircraft Mechanic Helper		26.20
23050 - Aircraft, Painter		35.16
23060 - Aircraft Servicer		30.51
23070 - Aircraft Survival Flight Equipment Technician		35.16
23080 - Aircraft Worker		32.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		32.85

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	37.17
II		
23110	- Appliance Mechanic	25.14
23120	- Bicycle Repairer	19.38
23125	- Cable Splicer	52.38
23130	- Carpenter, Maintenance	29.91
23140	- Carpet Layer	25.73
23160	- Electrician, Maintenance	32.79
23181	- Electronics Technician Maintenance I	31.00
23182	- Electronics Technician Maintenance II	33.18
23183	- Electronics Technician Maintenance III	35.08
23260	- Fabric Worker	26.87
23290	- Fire Alarm System Mechanic	29.45
23310	- Fire Extinguisher Repairer	24.73
23311	- Fuel Distribution System Mechanic	38.87
23312	- Fuel Distribution System Operator	29.36
23370	- General Maintenance Worker	23.78
23380	- Ground Support Equipment Mechanic	37.17
23381	- Ground Support Equipment Servicer	30.51
23382	- Ground Support Equipment Worker	32.85
23391	- Gunsmith I	24.73
23392	- Gunsmith II	28.93
23393	- Gunsmith III	32.74
23410	- Heating, Ventilation And Air-Conditioning Mechanic	27.12
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.71
23430	- Heavy Equipment Mechanic	34.08
23440	- Heavy Equipment Operator	39.51
23460	- Instrument Mechanic	38.68
23465	- Laboratory/Shelter Mechanic	30.97
23470	- Laborer	20.65
23510	- Locksmith	29.17
23530	- Machinery Maintenance Mechanic	30.92
23550	- Machinist, Maintenance	24.78
23580	- Maintenance Trades Helper	17.91
23591	- Metrology Technician I	38.68
23592	- Metrology Technician II	40.60
23593	- Metrology Technician III	42.15
23640	- Millwright	32.96
23710	- Office Appliance Repairer	22.67
23760	- Painter, Maintenance	23.43
23790	- Pipefitter, Maintenance	30.55
23810	- Plumber, Maintenance	28.90
23820	- Pneudraulic Systems Mechanic	32.74
23850	- Rigger	31.42
23870	- Scale Mechanic	28.93
23890	- Sheet-Metal Worker, Maintenance	31.26
23910	- Small Engine Mechanic	22.24
23931	- Telecommunications Mechanic I	30.90
23932	- Telecommunications Mechanic II	32.44
23950	- Telephone Lineman	32.65
23960	- Welder, Combination, Maintenance	23.98
23965	- Well Driller	37.50
23970	- Woodcraft Worker	32.74
23980	- Woodworker	24.73
24000	- Personal Needs Occupations	
24550	- Case Manager	22.45
24570	- Child Care Attendant	18.00
24580	- Child Care Center Clerk	22.45
24610	- Chore Aide	15.50***
24620	- Family Readiness And Support Services Coordinator	22.45
24630	- Homemaker	22.45

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.90
25040 - Sewage Plant Operator	37.65
25070 - Stationary Engineer	37.90
25190 - Ventilation Equipment Tender	26.06
25210 - Water Treatment Plant Operator	37.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.29
27007 - Baggage Inspector	18.18
27008 - Corrections Officer	44.74
27010 - Court Security Officer	39.91
27030 - Detection Dog Handler	20.34
27040 - Detention Officer	44.74
27070 - Firefighter	35.07
27101 - Guard I	18.18
27102 - Guard II	20.34
27131 - Police Officer I	46.11
27132 - Police Officer II	51.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.18
28042 - Carnival Equipment Repairer	20.56
28043 - Carnival Worker	16.14***
28210 - Gate Attendant/Gate Tender	20.58
28310 - Lifeguard	16.14***
28350 - Park Attendant (Aide)	23.02
28510 - Recreation Aide/Health Facility Attendant	16.81***
28515 - Recreation Specialist	28.53
28630 - Sports Official	18.34
28690 - Swimming Pool Operator	24.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.28
29020 - Hatch Tender	31.28
29030 - Line Handler	31.28
29041 - Stevedore I	29.05
29042 - Stevedore II	33.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.57
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.26
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.92
30021 - Archeological Technician I	24.64
30022 - Archeological Technician II	27.72
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	36.38
30051 - Cryogenic Technician I	34.20
30052 - Cryogenic Technician II	37.77
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	20.13
30082 - Engineering Technician II	22.59
30083 - Engineering Technician III	25.27
30084 - Engineering Technician IV	31.31
30085 - Engineering Technician V	38.30
30086 - Engineering Technician VI	46.33
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	30.89
30210 - Laboratory Technician	23.86
30221 - Latent Fingerprint Technician I	34.82
30222 - Latent Fingerprint Technician II	38.46
30240 - Mathematical Technician	41.04
30361 - Paralegal/Legal Assistant I	23.85
30362 - Paralegal/Legal Assistant II	29.56
30363 - Paralegal/Legal Assistant III	36.15

30364 - Paralegal/Legal Assistant IV	43.73
30375 - Petroleum Supply Specialist	37.77
30390 - Photo-Optics Technician	33.63
30395 - Radiation Control Technician	37.77
30461 - Technical Writer I	27.52
30462 - Technical Writer II	33.66
30463 - Technical Writer III	40.72
30491 - Unexploded Ordnance (UXO) Technician I	33.41
30492 - Unexploded Ordnance (UXO) Technician II	40.42
30493 - Unexploded Ordnance (UXO) Technician III	48.45
30494 - Unexploded (UXO) Safety Escort	33.41
30495 - Unexploded (UXO) Sweep Personnel	33.41
30501 - Weather Forecaster I	34.20
30502 - Weather Forecaster II	41.61
30620 - Weather Observer, Combined Upper Air Or	(see 2) 30.79
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 33.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.42
31020 - Bus Aide	19.99
31030 - Bus Driver	28.19
31043 - Driver Courier	19.56
31260 - Parking and Lot Attendant	16.72***
31290 - Shuttle Bus Driver	18.74
31310 - Taxi Driver	14.93***
31361 - Truckdriver, Light	21.35
31362 - Truckdriver, Medium	23.22
31363 - Truckdriver, Heavy	27.17
31364 - Truckdriver, Tractor-Trailer	27.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.71
99030 - Cashier	16.51***
99050 - Desk Clerk	17.19***
99095 - Embalmer	33.96
99130 - Flight Follower	33.41
99251 - Laboratory Animal Caretaker I	18.08
99252 - Laboratory Animal Caretaker II	19.38
99260 - Marketing Analyst	31.78
99310 - Mortician	33.96
99410 - Pest Controller	22.07
99510 - Photofinishing Worker	21.47
99710 - Recycling Laborer	29.73
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	27.89
99810 - Sales Clerk	17.13***
99820 - School Crossing Guard	18.94
99830 - Survey Party Chief	42.89
99831 - Surveying Aide	22.67
99832 - Surveying Technician	31.00
99840 - Vending Machine Attendant	17.45
99841 - Vending Machine Repairer	22.41
99842 - Vending Machine Repairer Helper	17.45

\*\*\*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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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))."