

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 801 I ST NW, [REDACTED] WASHINGTON DC	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CORECIVIC INC ATTN CORECIVIC INC 5501 VIRGINIA WAY STE 110 BRENTWOOD TN 370277684	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000013
		10B. DATED (SEE ITEM 13) 07/31/2020

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).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 52.222-43
	D. OTHER (Specify type of modification and authority)

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: HJGMJN1JKL46

COR: [REDACTED], Phone: (210) 283-[REDACTED]
ACOR: [REDACTED], Phone: (210) 283-[REDACTED]
CS: [REDACTED], Phone: (202) 494-[REDACTED]
CO: [REDACTED], Phone: (202) 281-[REDACTED]
Vendor POC 1: [REDACTED], Phone: (615)-804-[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] Vice President, Partner Contracts Counsel	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) [REDACTED]
	15C. DATE SIGNED 9/18/2024

NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Vendor POC 2: [REDACTED], Phone (615) 337-[REDACTED] Email: [REDACTED]</p> <p>The purpose of administrative modification P00016 is to:</p> <p>1) Update the WD from P00015 as a new WD came out prior to the period of performance for option year 4. The WD in effect for option year 4 is WD 2015-5215, Revision 29. WD 2015-5215, Revision 29 is incorporated into the contract, effective 08/01/2024.</p> <p>2) Approve the Request for Equitable/Service Contract Act Adjustment submitted by Core Civic on August 1, 2024, concerning Wage Determination 2015-5215, Revision 29. The REA addresses Wage Determination No. 2015-5215, Revision 29, dated 7/22/2024.</p> <p>For billing purposes, the new rates as indicated below shall take effect 8/1/2024.</p> <ul style="list-style-type: none"> - Detention Services Rate (X001) increased by [REDACTED] - Guard Rate (X002) increased from [REDACTED]/HR by [REDACTED]/HR - Guard Rate - OT increased from [REDACTED]/HR by [REDACTED]/HR - Transportation Labor Rate (X003a) increased by [REDACTED] <p>3) Update the rates for the outyears (500X, 600X, 700X, 800X, 900X).</p> <p>4) The bed day rate on P00015 was incorrect as it did not increase in rates from the REA in P00014. Based on the REA approved in P00014, CLIN 4001 pricing should have been listed as the following: [REDACTED].</p> <p>See the CLINs below for further details.</p> <p>The total value of this contract has increased:</p> <p>From: [REDACTED] By: [REDACTED] To: [REDACTED]</p> <p>Continued ...</p>				

NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
4001	<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> <p>---</p> <p>Period of Performance: 08/01/2024 to 07/31/2025</p> <p>Change Item 4001 to read as follows (amount shown is the obligated amount):</p> <p>OP 4 - DETENTION SERVICES PoP Dates: 08/01/2024 - 07/31/2025</p> <p>Current bed day rate: [REDACTED] Beds (Guaranteed Minimum) - [REDACTED]/day increased by [REDACTED] to [REDACTED]/day</p> <p>[REDACTED] Beds - [REDACTED]/day</p> <p>[REDACTED]) = [REDACTED]</p> <p>The total value of this CLIN has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
4002	<p>Change Item 4002 to read as follows (amount shown is the obligated amount):</p> <p>OP 4 - ON CALL STATIONARY GUARD SERVICES PoP Dates: 08/01/2024 to 07/31/2025</p> <p>REGULAR RATE: [REDACTED]/HR increased by [REDACTED] to [REDACTED] HR</p> <p>OT RATE: [REDACTED] HR increased by [REDACTED]/HR</p> <p>NTE: [REDACTED] Hours</p> <p>[REDACTED]</p> <p>The total value of this CLIN has increased:</p> <p>Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
4003A	<p>From: [REDACTED] By: [REDACTED] To: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 4003A to read as follows (amount shown is the obligated amount):</p> <p>OP 4 - TRANSPORTATION LABOR PoP Dates: 08/01/2024 to 07/31/2025</p> <p>Effective 8/1/2024</p> <p>Monthly FFP: [REDACTED] increased by [REDACTED]</p> <p>NTE: [REDACTED] miles/year Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
4003B	<p>Change Item 4003B to read as follows (amount shown is the obligated amount):</p> <p>OP 4 - TRANSPORTATION MILEAGE PoP Dates: 08/01/2024 to 07/31/2025</p> <p>GSA Mileage Rate: [REDACTED] increased to [REDACTED], effective 1/1/2024</p> <p>NTE: [REDACTED] miles Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>		IH	[REDACTED]	
5001	<p>Change Item 5001 to read as follows (amount shown is the obligated amount):</p> <p>OP 5 - DETENTION SERVICES PoP Dates: 08/01/2025 - 07/31/2026</p> <p>[REDACTED] Beds (Guaranteed Minimum) - [REDACTED] day Increased by [REDACTED]/day, effective 8/1/2024 Continued ...</p>				0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
6001	<p> [REDACTED] increased by [REDACTED], effective 8/1/2023 [REDACTED] increased by [REDACTED], effective 8/1/2024 NTE: [REDACTED] miles/year (Option Line Item) 07/01/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 6001 to read as follows (amount shown is the obligated amount): OP 6 - DETENTION SERVICES PoP Dates: 08/01/2026 - 07/31/2027 [REDACTED] Beds (Guaranteed Minimum) - [REDACTED]/day increased by [REDACTED]/day, effective 8/1/2024 [REDACTED] Beds - [REDACTED]/day [REDACTED]) = [REDACTED] The total value of this CLIN has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED] (Option Line Item) 07/01/2026 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 6002 to read as follows (amount shown is the obligated amount): OP 6 - ON CALL STATIONARY GUARD SERVICES PoP Dates: 08/01/2026 to 07/31/2027 REGULAR RATE: [REDACTED]/HR increased by [REDACTED] to [REDACTED]/HR, effective 8/1/2024 OT RATE: [REDACTED]/HR increased by [REDACTED] to [REDACTED]/HR, effective 8/1/2024 Continued ... </p>				0.00
6002	<p> OP 6 - ON CALL STATIONARY GUARD SERVICES PoP Dates: 08/01/2026 to 07/31/2027 REGULAR RATE: [REDACTED]/HR increased by [REDACTED] to [REDACTED]/HR, effective 8/1/2024 OT RATE: [REDACTED]/HR increased by [REDACTED] to [REDACTED]/HR, effective 8/1/2024 Continued ... </p>				0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>NTE: [REDACTED] Hours</p> <p>[REDACTED]</p> <p>The total value of this CLIN has increased:</p> <p>From: [REDACTED] By: [REDACTED] To: [REDACTED] (Option Line Item) 07/01/2026 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 6003A to read as follows (amount shown is the obligated amount):</p>				
6003A	<p>OP 6 - TRANSPORTATION LABOR PoP Dates: 08/01/2026 to 07/31/2027</p> <p>Monthly FFP:</p> <p>[REDACTED] increased by [REDACTED] effective 8/1/2023 [REDACTED] increased by [REDACTED] effective 8/1/2024</p> <p>NTE: [REDACTED] miles/year (Option Line Item) 07/01/2026 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 7001 to read as follows (amount shown is the obligated amount):</p>				0.00
7001	<p>OP 7 - DETENTION SERVICES PoP Dates: 08/01/2027 - 07/31/2028</p> <p>0-461 Beds (Guaranteed Minimum) - [REDACTED]/day increased by [REDACTED]/day, effective 8/1/2024</p> <p>[REDACTED] Beds - [REDACTED]/day</p> <p>[REDACTED]) =</p> <p>Continued ...</p>				0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
7002	<p>The total value of this CLIN has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED] (Option Line Item) 07/01/2027 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 7002 to read as follows (amount shown is the obligated amount):</p> <p>OP 7 - ON CALL STATIONARY GUARD SERVICES PoP Dates: 08/01/2027 to 07/31/2028</p> <p>REGULAR RATE: [REDACTED]/HR increased by [REDACTED] to [REDACTED]/HR, effective 8/1/2024</p> <p>OT RATE: [REDACTED]/HR increased by [REDACTED] to [REDACTED]/HR, effective 8/1/2024</p> <p>NTE: [REDACTED] Hours</p> <p>[REDACTED]</p>				0.00
7003A	<p>The total value of this CLIN has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED] (Option Line Item) 07/01/2027 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 7003A to read as follows (amount shown is the obligated amount):</p> <p>OP 7 - TRANSPORTATION LABOR PoP Dates: 08/01/2027 to 07/31/2028</p> <p>Monthly FFP:</p> <p>[REDACTED] increased by [REDACTED] effective 8/1/2023</p> <p>[REDACTED] increased by [REDACTED], effective 8/1/2024</p> <p>Continued ...</p>			[REDACTED]	0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
8001	<p>NTE: [REDACTED] miles/year (Option Line Item) 07/01/2027 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 8001 to read as follows (amount shown is the obligated amount):</p> <p>OP 8 - DETENTION SERVICES PoP Dates: 08/01/2028 - 07/31/2029</p> <p>[REDACTED] Beds (Guaranteed Minimum) - [REDACTED]/day increased by [REDACTED]/day, effective 8/1/2024</p> <p>[REDACTED] Beds - [REDACTED]/day ([REDACTED]) = [REDACTED]</p> <p>The total value of this CLIN has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED] (Option Line Item) 07/01/2028 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 8002 to read as follows (amount shown is the obligated amount):</p>				0.00
8002	<p>OP 8 - ON CALL STATIONARY GUARD SERVICES PoP Dates: 08/01/2028 to 07/31/2029</p> <p>REGULAR RATE: [REDACTED]/HR increased by [REDACTED] to [REDACTED]/HR, effective 8/1/2024</p> <p>OT RATE: [REDACTED] HR increased by [REDACTED] to [REDACTED]/HR, effective 8/1/2024</p> <p>NTE: [REDACTED] Hours [REDACTED]</p> <p>The total value of this CLIN has increased: Continued ...</p>				0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
8003A	<p>From: [REDACTED] By: [REDACTED] To: [REDACTED] (Option Line Item) 07/01/2028 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 8003A to read as follows (amount shown is the obligated amount):</p> <p>OP 8 - TRANSPORTATION LABOR PoP Dates: 08/01/2028 to 07/31/2029</p> <p>Monthly FFP:</p> <p>[REDACTED] increased by [REDACTED], effective 8/1/2023 [REDACTED] increased by [REDACTED], effective 8/1/2024</p> <p>NTE: [REDACTED] miles/year (Option Line Item) 07/01/2028 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				0.00
9001	<p>Change Item 9001 to read as follows (amount shown is the obligated amount):</p> <p>OP 9 - DETENTION SERVICES PoP Dates: 08/01/2029 - 07/31/2030</p> <p>[REDACTED] Beds (Guaranteed Minimum) - [REDACTED]/day increased by [REDACTED]/day, effective 8/1/2024</p> <p>[REDACTED] Beds - [REDACTED]/day</p> <p>[REDACTED]) = [REDACTED]</p> <p>The total value of this CLIN has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED] (Option Line Item) Continued ...</p>				0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
9002	<p>07/01/2029 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 9002 to read as follows (amount shown is the obligated amount):</p> <p>OP 9 - ON CALL STATIONARY GUARD SERVICES PoP Dates: 08/01/2029 to 07/31/2030</p> <p>REGULAR RATE: [REDACTED] /HR increased by [REDACTED] to [REDACTED] /HR, effective 8/1/2024</p> <p>OT RATE: [REDACTED] /HR increased by [REDACTED] to [REDACTED] /HR, effective 8/1/2024</p> <p>NTE: [REDACTED] Hours</p> <p>[REDACTED]</p> <p>The total value of this CLIN has increased:</p> <p>From: [REDACTED] By: [REDACTED] To: [REDACTED] (Option Line Item) 07/01/2029 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 9003A to read as follows (amount shown is the obligated amount):</p>				0.00
9003A	<p>OP 9 - TRANSPORTATION LABOR PoP Dates: 08/01/2029 to 07/31/2030</p> <p>Monthly FFP:</p> <p>[REDACTED] increased by [REDACTED] / effective 8/1/2023</p> <p>[REDACTED] increased by [REDACTED] / effective 8/1/2024</p> <p>NTE: [REDACTED] miles/year (Option Line Item) 07/01/2029 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Continued ...</p>			[REDACTED]	0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	--- All other terms and conditions of 70CDCCR20D00000013 shall remain unchanged.				

2. AMENDMENT/MODIFICATION NO. P00015	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 801 I ST NW, [REDACTED] WASHINGTON DC 20536	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 20536
--	---

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CORECIVIC INC ATTN CORECIVIC INC 5501 VIRGINIA WAY STE 110 BRENTWOOD TN 370277684	9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000013 10B. DATED (SEE ITEM 13) 07/31/2020
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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) 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: HJGMJN1JKL46

COR: [REDACTED] Phone: (210) 283-[REDACTED]
ACOR: [REDACTED] Phone: (210) 283-[REDACTED]
CS: [REDACTED], Phone: (202) 494-[REDACTED]
CO: [REDACTED] Phone: (202) 281-[REDACTED]

Vendor POC 1: [REDACTED] Phone: (615)-804-[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)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
15B. CONTRACTOR/OFFEROR <hr/> <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
4001	<p>Vendor POC 2: [REDACTED] Phone (615) 337-[REDACTED] Email: [REDACTED]</p> <p>The purpose of modification P00015 is to:</p> <ol style="list-style-type: none"> Exercise Option 4 for CLINs 4001, 4002, 4003a, 4003b, 4004 for the period of performance 8/1/2024 through 7/31/2025. This option period will be funded through a task order. Incorporate Wage Determination 2015-5215, Revision 28, effective 8/1/2024. <p>The total value of this contract remains the same.</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> <p>Period of Performance: 08/01/2024 to 07/31/2025</p> <p>Change Item 4001 to read as follows (amount shown is the obligated amount):</p> <p>OP 4 - DETENTION SERVICES PoP Dates: 08/01/2024 - 07/31/2025</p> <p>[REDACTED] Beds (Guaranteed Minimum) - [REDACTED] day</p> <p>[REDACTED] Beds - [REDACTED]/day Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 4002 to read as follows (amount shown is the obligated amount):</p>				
4002	<p>OP 4 - ON CALL STATIONARY GUARD SERVICES PoP Dates: 08/01/2024 to 07/31/2025</p> <p>REGULAR RATE: [REDACTED]/HR</p> <p>OT RATE: [REDACTED]/HR</p> <p>NTE: [REDACTED] Hours Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
4003A	Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 4003A to read as follows (amount shown is the obligated amount): OP 4 - TRANSPORTATION LABOR PoP Dates: 08/01/2024 to 07/31/2025 Monthly FFP: ██████████ NTE: ██████████ miles/year Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD				
4003B	Change Item 4003B to read as follows (amount shown is the obligated amount): OP 4 - TRANSPORTATION MILEAGE PoP Dates: 08/01/2024 to 07/31/2025 Mileage Rate: ██████████ NTE: ██████████ miles Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		DH	██████████	
4004	Change Item 4004 to read as follows (amount shown is the obligated amount): OP 4 - DETAINEE WORK PROGRAM PoP Dates: 08/01/2024 to 07/31/2025 ██████████ Day NTE: ██████████ Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD --- All other terms and conditions of 70CDCR20D00000013 shall remain unchanged.		EA	██████████	

"REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director
Division of
Wage Determinations

Wage Determination No.: 2015-5215
Revision No.: 28
Date Of Last Revision: 04/28/2024

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

<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.

State: Texas

Area: Texas Counties of Bastrop, Caldwell, Hays, Travis, Williamson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.36
01012 - Accounting Clerk II		20.60
01013 - Accounting Clerk III		23.04
01020 - Administrative Assistant		31.03
01035 - Court Reporter		44.83
01041 - Customer Service Representative I		15.26***
01042 - Customer Service Representative II		16.65***
01043 - Customer Service Representative III		18.69
01051 - Data Entry Operator I		16.23***
01052 - Data Entry Operator II		17.71
01060 - Dispatcher, Motor Vehicle		21.44
01070 - Document Preparation Clerk		19.78
01090 - Duplicating Machine Operator		19.78
01111 - General Clerk I		15.72***
01112 - General Clerk II		17.15***
01113 - General Clerk III		19.25

01120 - Housing Referral Assistant	23.64
01141 - Messenger Courier	17.91
01191 - Order Clerk I	19.11
01192 - Order Clerk II	20.85
01261 - Personnel Assistant (Employment) I	18.45
01262 - Personnel Assistant (Employment) II	20.63
01263 - Personnel Assistant (Employment) III	23.00
01270 - Production Control Clerk	23.89
01290 - Rental Clerk	17.10***
01300 - Scheduler, Maintenance	18.96
01311 - Secretary I	18.96
01312 - Secretary II	21.20
01313 - Secretary III	23.64
01320 - Service Order Dispatcher	19.17
01410 - Supply Technician	31.03
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	16.97***
01531 - Travel Clerk I	19.33
01532 - Travel Clerk II	21.32
01533 - Travel Clerk III	22.09
01611 - Word Processor I	16.88***
01612 - Word Processor II	18.96
01613 - Word Processor III	21.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.04
05010 - Automotive Electrician	23.07
05040 - Automotive Glass Installer	21.72
05070 - Automotive Worker	21.72
05110 - Mobile Equipment Servicer	18.91
05130 - Motor Equipment Metal Mechanic	24.40
05160 - Motor Equipment Metal Worker	21.72
05190 - Motor Vehicle Mechanic	24.40
05220 - Motor Vehicle Mechanic Helper	17.51
05250 - Motor Vehicle Upholstery Worker	20.25
05280 - Motor Vehicle Wrecker	21.72
05310 - Painter, Automotive	23.07
05340 - Radiator Repair Specialist	21.72
05370 - Tire Repairer	17.52
05400 - Transmission Repair Specialist	24.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.48***
07041 - Cook I	16.94***
07042 - Cook II	19.46
07070 - Dishwasher	14.57***
07130 - Food Service Worker	16.08***
07210 - Meat Cutter	18.53
07260 - Waiter/Waitress	11.47***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.03
09040 - Furniture Handler	11.97***
09080 - Furniture Refinisher	18.77
09090 - Furniture Refinisher Helper	14.25***
09110 - Furniture Repairer, Minor	16.47***
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.08***
11060 - Elevator Operator	15.28***
11090 - Gardener	22.65
11122 - Housekeeping Aide	15.77***
11150 - Janitor	15.77***
11210 - Laborer, Grounds Maintenance	17.63
11240 - Maid or Houseman	14.57***
11260 - Pruner	15.90***
11270 - Tractor Operator	20.98
11330 - Trail Maintenance Worker	17.63

11360 - Window Cleaner	17.50
12000 - Health Occupations	
12010 - Ambulance Driver	22.96
12011 - Breath Alcohol Technician	26.08
12012 - Certified Occupational Therapist Assistant	38.08
12015 - Certified Physical Therapist Assistant	37.65
12020 - Dental Assistant	22.26
12025 - Dental Hygienist	46.51
12030 - EKG Technician	31.32
12035 - Electroneurodiagnostic Technologist	31.32
12040 - Emergency Medical Technician	22.96
12071 - Licensed Practical Nurse I	23.31
12072 - Licensed Practical Nurse II	26.08
12073 - Licensed Practical Nurse III	29.08
12100 - Medical Assistant	20.61
12130 - Medical Laboratory Technician	27.38
12160 - Medical Record Clerk	18.86
12190 - Medical Record Technician	21.10
12195 - Medical Transcriptionist	23.10
12210 - Nuclear Medicine Technologist	47.96
12221 - Nursing Assistant I	12.84***
12222 - Nursing Assistant II	14.45***
12223 - Nursing Assistant III	15.76***
12224 - Nursing Assistant IV	17.69
12235 - Optical Dispenser	18.42
12236 - Optical Technician	23.16
12250 - Pharmacy Technician	21.81
12280 - Phlebotomist	20.77
12305 - Radiologic Technologist	36.09
12311 - Registered Nurse I	26.45
12312 - Registered Nurse II	32.34
12313 - Registered Nurse II, Specialist	32.34
12314 - Registered Nurse III	39.13
12315 - Registered Nurse III, Anesthetist	39.13
12316 - Registered Nurse IV	46.91
12317 - Scheduler (Drug and Alcohol Testing)	32.31
12320 - Substance Abuse Treatment Counselor	26.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.18
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	30.58
13041 - Illustrator I	23.71
13042 - Illustrator II	29.38
13043 - Illustrator III	35.94
13047 - Librarian	32.54
13050 - Library Aide/Clerk	15.66***
13054 - Library Information Technology Systems Administrator	29.38
13058 - Library Technician	19.15
13061 - Media Specialist I	21.20
13062 - Media Specialist II	23.71
13063 - Media Specialist III	26.45
13071 - Photographer I	17.94
13072 - Photographer II	20.07
13073 - Photographer III	24.86
13074 - Photographer IV	30.42
13075 - Photographer V	36.79
13090 - Technical Order Library Clerk	19.66
13110 - Video Teleconference Technician	25.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.50
14042 - Computer Operator II	22.93
14043 - Computer Operator III	25.57
14044 - Computer Operator IV	28.41
14045 - Computer Operator V	31.46

14071 - Computer Programmer I	(see 1)	27.31
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		20.50
14160 - Personal Computer Support Technician		28.41
14170 - System Support Specialist		31.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.97
15020 - Aircrew Training Devices Instructor (Rated)		42.30
15030 - Air Crew Training Devices Instructor (Pilot)		50.70
15050 - Computer Based Training Specialist / Instructor		34.97
15060 - Educational Technologist		37.22
15070 - Flight Instructor (Pilot)		50.70
15080 - Graphic Artist		29.16
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.70
15086 - Maintenance Test Pilot, Rotary Wing		50.70
15088 - Non-Maintenance Test/Co-Pilot		50.70
15090 - Technical Instructor		24.94
15095 - Technical Instructor/Course Developer		30.51
15110 - Test Proctor		20.13
15120 - Tutor		20.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.35***
16030 - Counter Attendant		10.35***
16040 - Dry Cleaner		12.65***
16070 - Finisher, Flatwork, Machine		10.35***
16090 - Presser, Hand		10.35***
16110 - Presser, Machine, Drycleaning		10.35***
16130 - Presser, Machine, Shirts		10.35***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.35***
16190 - Sewing Machine Operator		13.46***
16220 - Tailor		14.34***
16250 - Washer, Machine		10.99***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.82
19040 - Tool And Die Maker		28.43
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.34
21030 - Material Coordinator		23.89
21040 - Material Expediter		23.89
21050 - Material Handling Laborer		17.45
21071 - Order Filler		17.57
21080 - Production Line Worker (Food Processing)		20.34
21110 - Shipping Packer		18.00
21130 - Shipping/Receiving Clerk		18.00
21140 - Store Worker I		13.40***
21150 - Stock Clerk		18.06
21210 - Tools And Parts Attendant		20.34
21410 - Warehouse Specialist		20.34
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.45
23019 - Aircraft Logs and Records Technician		30.21
23021 - Aircraft Mechanic I		36.39
23022 - Aircraft Mechanic II		38.45
23023 - Aircraft Mechanic III		40.65
23040 - Aircraft Mechanic Helper		26.13
23050 - Aircraft, Painter		34.42
23060 - Aircraft Servicer		30.21
23070 - Aircraft Survival Flight Equipment Technician		34.42
23080 - Aircraft Worker		32.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		32.41

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	36.39
II	
23110 - Appliance Mechanic	22.55
23120 - Bicycle Repairer	21.34
23125 - Cable Splicer	35.90
23130 - Carpenter, Maintenance	23.37
23140 - Carpet Layer	24.51
23160 - Electrician, Maintenance	28.14
23181 - Electronics Technician Maintenance I	28.01
23182 - Electronics Technician Maintenance II	29.76
23183 - Electronics Technician Maintenance III	31.48
23260 - Fabric Worker	22.84
23290 - Fire Alarm System Mechanic	26.35
23310 - Fire Extinguisher Repairer	21.34
23311 - Fuel Distribution System Mechanic	24.51
23312 - Fuel Distribution System Operator	18.99
23370 - General Maintenance Worker	20.56
23380 - Ground Support Equipment Mechanic	36.39
23381 - Ground Support Equipment Servicer	30.21
23382 - Ground Support Equipment Worker	32.41
23391 - Gunsmith I	21.34
23392 - Gunsmith II	24.51
23393 - Gunsmith III	27.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.82
23430 - Heavy Equipment Mechanic	28.32
23440 - Heavy Equipment Operator	23.48
23460 - Instrument Mechanic	30.58
23465 - Laboratory/Shelter Mechanic	26.04
23470 - Laborer	17.45
23510 - Locksmith	23.16
23530 - Machinery Maintenance Mechanic	30.10
23550 - Machinist, Maintenance	23.63
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	30.58
23592 - Metrology Technician II	32.30
23593 - Metrology Technician III	34.14
23640 - Millwright	27.47
23710 - Office Appliance Repairer	21.33
23760 - Painter, Maintenance	21.34
23790 - Pipefitter, Maintenance	29.20
23810 - Plumber, Maintenance	27.60
23820 - Pneudraulic Systems Mechanic	27.54
23850 - Rigger	27.81
23870 - Scale Mechanic	24.51
23890 - Sheet-Metal Worker, Maintenance	27.41
23910 - Small Engine Mechanic	22.06
23931 - Telecommunications Mechanic I	26.50
23932 - Telecommunications Mechanic II	28.00
23950 - Telephone Lineman	27.06
23960 - Welder, Combination, Maintenance	23.99
23965 - Well Driller	27.37
23970 - Woodcraft Worker	27.54
23980 - Woodworker	21.34
24000 - Personal Needs Occupations	
24550 - Case Manager	20.97
24570 - Child Care Attendant	13.81***
24580 - Child Care Center Clerk	17.23
24610 - Chore Aide	12.98***
24620 - Family Readiness And Support Services Coordinator	20.97
24630 - Homemaker	20.97

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.16
25040 - Sewage Plant Operator	25.20
25070 - Stationary Engineer	29.16
25190 - Ventilation Equipment Tender	20.81
25210 - Water Treatment Plant Operator	25.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.98
27007 - Baggage Inspector	16.79***
27008 - Corrections Officer	25.14
27010 - Court Security Officer	28.44
27030 - Detection Dog Handler	18.77
27040 - Detention Officer	25.14
27070 - Firefighter	31.93
27101 - Guard I	16.79***
27102 - Guard II	18.77
27131 - Police Officer I	36.43
27132 - Police Officer II	40.48
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.39***
28042 - Carnival Equipment Repairer	17.70
28043 - Carnival Worker	12.46***
28210 - Gate Attendant/Gate Tender	17.78
28310 - Lifeguard	13.11***
28350 - Park Attendant (Aide)	19.89
28510 - Recreation Aide/Health Facility Attendant	14.52***
28515 - Recreation Specialist	24.64
28630 - Sports Official	15.84***
28690 - Swimming Pool Operator	20.33
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.01
29020 - Hatch Tender	32.01
29030 - Line Handler	32.01
29041 - Stevedore I	29.82
29042 - Stevedore II	34.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.44
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.26
30021 - Archeological Technician I	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	30.87
30051 - Cryogenic Technician I	30.49
30052 - Cryogenic Technician II	33.68
30061 - Drafter/CAD Operator I	19.87
30062 - Drafter/CAD Operator II	22.22
30063 - Drafter/CAD Operator III	24.78
30064 - Drafter/CAD Operator IV	30.49
30081 - Engineering Technician I	15.83***
30082 - Engineering Technician II	17.76
30083 - Engineering Technician III	19.87
30084 - Engineering Technician IV	24.61
30085 - Engineering Technician V	30.11
30086 - Engineering Technician VI	36.43
30090 - Environmental Technician	23.89
30095 - Evidence Control Specialist	27.53
30210 - Laboratory Technician	25.17
30221 - Latent Fingerprint Technician I	26.73
30222 - Latent Fingerprint Technician II	29.53
30240 - Mathematical Technician	31.71
30361 - Paralegal/Legal Assistant I	21.62
30362 - Paralegal/Legal Assistant II	27.87
30363 - Paralegal/Legal Assistant III	32.76

30364 - Paralegal/Legal Assistant IV	39.63
30375 - Petroleum Supply Specialist	33.68
30390 - Photo-Optics Technician	27.53
30395 - Radiation Control Technician	33.68
30461 - Technical Writer I	25.75
30462 - Technical Writer II	31.49
30463 - Technical Writer III	38.10
30491 - Unexploded Ordnance (UXO) Technician I	29.51
30492 - Unexploded Ordnance (UXO) Technician II	35.71
30493 - Unexploded Ordnance (UXO) Technician III	42.80
30494 - Unexploded (UXO) Safety Escort	29.51
30495 - Unexploded (UXO) Sweep Personnel	29.51
30501 - Weather Forecaster I	30.49
30502 - Weather Forecaster II	37.09
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.78
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.53
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.71
31020 - Bus Aide	17.57
31030 - Bus Driver	24.09
31043 - Driver Courier	20.23
31260 - Parking and Lot Attendant	13.68***
31290 - Shuttle Bus Driver	19.26
31310 - Taxi Driver	14.59***
31361 - Truckdriver, Light	21.85
31362 - Truckdriver, Medium	23.39
31363 - Truckdriver, Heavy	24.81
31364 - Truckdriver, Tractor-Trailer	24.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.41
99030 - Cashier	14.07***
99050 - Desk Clerk	14.38***
99095 - Embalmer	28.37
99130 - Flight Follower	29.51
99251 - Laboratory Animal Caretaker I	16.46***
99252 - Laboratory Animal Caretaker II	17.78
99260 - Marketing Analyst	37.41
99310 - Mortician	28.37
99410 - Pest Controller	20.31
99510 - Photofinishing Worker	15.51***
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	28.48
99730 - Refuse Collector	21.59
99810 - Sales Clerk	14.97***
99820 - School Crossing Guard	14.59***
99830 - Survey Party Chief	27.18
99831 - Surveying Aide	18.68
99832 - Surveying Technician	23.91
99840 - Vending Machine Attendant	14.83***
99841 - Vending Machine Repairer	18.39
99842 - Vending Machine Repairer Helper	14.83***

***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.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month*

*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))."