

2. AMENDMENT/MODIFICATION NO. P00009	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable) 09/20/2022
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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) PARAGON PROFESSIONAL SERVICES LLC ATTN [REDACTED] 3301 C STREET SUITE 400 ANCHORAGE AK 995033958	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR22D00000012
		10B. DATED (SEE ITEM 13) 09/29/2022
CODE K8RNMK1CCQW3	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) FAR 52.217-9 Option to Extend the Term of the Contract (MAR 2000)

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: K8RNMK1CCQW3
COR: [REDACTED]
Invoice POC: [REDACTED]
Contracting Officer: [REDACTED]
Contract Specialist: [REDACTED]

The purpose of this modification is to:

1. Exercise Option Period 2 of this contract. With this modification, the period of performance of this contract is extended through 09/29/2025. Funding for services provided by the contractor under Option Period 2 will be provided under a task order to be issued 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	15C. DATE SIGNED
_____ (Signature of person authorized to sign)	[REDACTED]

NAME OF OFFEROR OR CONTRACTOR
PARAGON PROFESSIONAL SERVICES LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>subsequent to the exercise of this option. The task order period of performance will be from 09/30/2024 to 09/29/2025.</p> <p>2. Incorporate DoL Wage Determination 2015-5229, Revision 23, dated April 23, 2023. The new WD is effective 09/30/2024. IAW FAR 52.222-43, the contractor shall notify the CO of any increase claimed under this clause within 30 days after receipt of this modification.</p> <p>Attachments: Attachment A - WD 2015-5229 rev 23</p> <p>3. The Collective Bargaining Agreements (CBA) from Option Period 1 still apply to this period.</p> <p>4. The total value of this IDIQ has not changed:</p> <p>From: [REDACTED] By: \$0 To: [REDACTED]</p> <p>All other terms and conditions of this contract remain unchanged. Period of Performance: 09/30/2024 to 09/29/2025</p> <p>Change Item 2001 to read as follows (amount shown is the obligated amount):</p>				
2001	<p>OPT YEAR 2: FACILITY OPERATING COST</p> <p>The contractor shall provide detention management services for the capacity of the facility IAW the PWS. The food management services portion of the FOC is covered for up to [REDACTED] detainees.</p> <p>The monthly cost is [REDACTED] (updated P00004 to incorporate annual VAV costs) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 2002 to read as follows (amount shown is the obligated amount):</p>				
2002	<p>OPT YEAR 2: FOOD COST</p> <p>Meals in excess of [REDACTED] detainees per day at the price of [REDACTED] /MEAL/[REDACTED] /DAY Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p>				

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
2003	Change Item 2003 to read as follows (amount shown is the obligated amount): OPT YEAR 2: TRANSPORTATION SERVICES The contractor shall perform transportation services in accordance with the PWS. (Not Separately Priced) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		LO		0.00
2003A	Change Item 2003A to read as follows (amount shown is the obligated amount): OPT YEAR 2: TRANSPORTATION LABOR All transportation related Labor in accordance with the PWS. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD				
2003B	Change Item 2003B to read as follows (amount shown is the obligated amount): OPT YEAR 2: TRANSPORTATION SERVICE ALL REGULAR ROUTES & NO ON-DEMAND Rate: [REDACTED] per mile, estimated [REDACTED] miles per month. Not to exceed [REDACTED] miles per year. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD				
2004	Change Item 2004 to read as follows (amount shown is the obligated amount): OPT YEAR 2: OTHER DIRECT COSTS The contractor shall be reimbursed for Non-Citizen Work program, COVID/PPE Expenses Sack and frozen meals, and kitchen paper goods. (Not Separately Priced) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 2004A to read as follows (amount shown is the obligated amount): Continued ...		LO		0.00

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
2004A	OPT YEAR 2: NONCITIZEN WORK PROGRAM Obligated Amount: \$0.00	96000	EA	1.00	
	Change Item 2004B to read as follows (amount shown is the obligated amount):				
2004B	OPT YEAR 2: COVID/PPE EXPENSES The contractor shall be reimbursed in accordance with actual expenditure. Obligated Amount: \$0.00				
	Change Item 2004C to read as follows (amount shown is the obligated amount):				
2004C	OPT YEAR 2: SACK LUNCHES EPC The contractor shall be reimbursed per lunch. Estimated [redacted] sack lunches per month, for a total not to exceed [redacted] a year. Obligated Amount: \$0.00				
	Change Item 2004D to read as follows (amount shown is the obligated amount):				
2004D	OPT YEAR 2: FROZEN MEALS ABQ The contractor shall be reimbursed per lunch. Unit price: [redacted]/meal. Estimated to be delivered is [redacted] meals/month. Total not to exceed [redacted]/year. Obligated Amount: \$0.00				
	Change Item 2004E to read as follows (amount shown is the obligated amount):				
2004E	OPT YEAR 2: FROZEN MEALS ROSWELL The contractor shall be reimbursed per lunch. Unit price: [redacted]/meal. Estimated to be delivered is [redacted] meals/month. Total not to exceed [redacted]/year. Obligated Amount: \$0.00				
	Change Item 2004F to read as follows (amount shown is the obligated amount):				
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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
2004F	<p>OPT YEAR 2: FROZEN MEALS PECOS</p> <p>The contractor shall be reimbursed per lunch. Unit price: [REDACTED]/meal. Estimated to be delivered is [REDACTED] meals/month. Total not to exceed [REDACTED]/year. Obligated Amount: \$0.00</p> <p>Change Item 2004G to read as follows (amount shown is the obligated amount):</p>	3000	EA	4.57	
2004G	<p>OPT YEAR 2: FROZEN MEALS MIDLAND</p> <p>The contractor shall be reimbursed per lunch. Unit price: [REDACTED]/meal. Estimated to be delivered is [REDACTED] meals/month. Total not to exceed [REDACTED]/year. Obligated Amount: \$0.00</p> <p>Change Item 2004H to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
2004H	<p>OPT YEAR 2: FROZEN MEALS CRUCES</p> <p>The contractor shall be reimbursed per lunch. Unit price: [REDACTED]/meal. Estimated to be delivered is [REDACTED] meals/month. Total not to exceed [REDACTED]/year. Obligated Amount: \$0.00</p> <p>Change Item 2004I to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
2004I	<p>OPT YEAR 2: KITCHEN PAPER PLATES, CUPS, FLATWARE</p> <p>The contractor shall seek reimbursement in accordance with actual expenditure. Obligated Amount: \$0.00</p> <p>Change Item 2005 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
2005	<p>OPT YEAR 2: LODGING & MI&E</p> <p>Cost Reimbursable Not To Exceed [REDACTED] per year for Transportation Expenses related to overnight route runs. Continued ...</p>				

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				

"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.: 2015-5229 Revision No.: 23 Date Of Last Revision: 04/23/2024	

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 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.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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.

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 El Paso, Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.07***
01012 - Accounting Clerk II		18.03
01013 - Accounting Clerk III		20.17
01020 - Administrative Assistant		26.25
01035 - Court Reporter		20.90
01041 - Customer Service Representative I		13.97***
01042 - Customer Service Representative II		15.25***
01043 - Customer Service Representative III		17.11***
01051 - Data Entry Operator I		12.74***
01052 - Data Entry Operator II		14.06***
01060 - Dispatcher, Motor Vehicle		18.17
01070 - Document Preparation Clerk		15.47***
01090 - Duplicating Machine Operator		15.47***
01111 - General Clerk I		14.56***
01112 - General Clerk II		15.89***
01113 - General Clerk III		17.83

01120 - Housing Referral Assistant	21.39
01141 - Messenger Courier	14.19***
01191 - Order Clerk I	14.10***
01192 - Order Clerk II	15.39***
01261 - Personnel Assistant (Employment) I	18.82
01262 - Personnel Assistant (Employment) II	21.05
01263 - Personnel Assistant (Employment) III	23.48
01270 - Production Control Clerk	19.37
01290 - Rental Clerk	13.95***
01300 - Scheduler, Maintenance	17.15***
01311 - Secretary I	17.15***
01312 - Secretary II	19.18
01313 - Secretary III	21.39
01320 - Service Order Dispatcher	16.24***
01410 - Supply Technician	26.25
01420 - Survey Worker	17.62
01460 - Switchboard Operator/Receptionist	13.20***
01531 - Travel Clerk I	15.37***
01532 - Travel Clerk II	16.87***
01533 - Travel Clerk III	18.03
01611 - Word Processor I	15.33***
01612 - Word Processor II	17.21
01613 - Word Processor III	19.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.17
05010 - Automotive Electrician	16.64***
05040 - Automotive Glass Installer	15.45***
05070 - Automotive Worker	15.45***
05110 - Mobile Equipment Servicer	12.89***
05130 - Motor Equipment Metal Mechanic	17.94
05160 - Motor Equipment Metal Worker	15.45***
05190 - Motor Vehicle Mechanic	17.94
05220 - Motor Vehicle Mechanic Helper	11.60***
05250 - Motor Vehicle Upholstery Worker	14.19***
05280 - Motor Vehicle Wrecker	15.45***
05310 - Painter, Automotive	16.64***
05340 - Radiator Repair Specialist	15.45***
05370 - Tire Repairer	14.16***
05400 - Transmission Repair Specialist	17.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.51***
07041 - Cook I	12.40***
07042 - Cook II	14.83***
07070 - Dishwasher	10.68***
07130 - Food Service Worker	11.31***
07210 - Meat Cutter	13.39***
07260 - Waiter/Waitress	10.27***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	10.65***
09080 - Furniture Refinisher	19.03
09090 - Furniture Refinisher Helper	13.38***
09110 - Furniture Repairer, Minor	15.92***
09130 - Upholsterer	19.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.31***
11060 - Elevator Operator	12.39***
11090 - Gardener	19.55
11122 - Housekeeping Aide	12.39***
11150 - Janitor	12.39***
11210 - Laborer, Grounds Maintenance	13.83***
11240 - Maid or Houseman	11.31***
11260 - Pruner	12.29***
11270 - Tractor Operator	17.59
11330 - Trail Maintenance Worker	13.83***

11360 - Window Cleaner	12.99***
12000 - Health Occupations	
12010 - Ambulance Driver	14.64***
12011 - Breath Alcohol Technician	21.92
12012 - Certified Occupational Therapist Assistant	30.16
12015 - Certified Physical Therapist Assistant	31.36
12020 - Dental Assistant	17.35
12025 - Dental Hygienist	38.30
12030 - EKG Technician	33.23
12035 - Electroneurodiagnostic Technologist	33.23
12040 - Emergency Medical Technician	14.64***
12071 - Licensed Practical Nurse I	19.60
12072 - Licensed Practical Nurse II	21.92
12073 - Licensed Practical Nurse III	24.45
12100 - Medical Assistant	16.19***
12130 - Medical Laboratory Technician	23.04
12160 - Medical Record Clerk	17.85
12190 - Medical Record Technician	19.97
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine Technologist	48.18
12221 - Nursing Assistant I	12.94***
12222 - Nursing Assistant II	14.54***
12223 - Nursing Assistant III	15.86***
12224 - Nursing Assistant IV	17.82
12235 - Optical Dispenser	15.87***
12236 - Optical Technician	16.48***
12250 - Pharmacy Technician	17.75
12280 - Phlebotomist	16.61***
12305 - Radiologic Technologist	31.59
12311 - Registered Nurse I	25.32
12312 - Registered Nurse II	30.97
12313 - Registered Nurse II, Specialist	30.97
12314 - Registered Nurse III	37.47
12315 - Registered Nurse III, Anesthetist	37.47
12316 - Registered Nurse IV	44.91
12317 - Scheduler (Drug and Alcohol Testing)	27.17
12320 - Substance Abuse Treatment Counselor	23.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.93
13012 - Exhibits Specialist II	30.88
13013 - Exhibits Specialist III	37.78
13041 - Illustrator I	24.93
13042 - Illustrator II	30.88
13043 - Illustrator III	37.78
13047 - Librarian	34.20
13050 - Library Aide/Clerk	12.85***
13054 - Library Information Technology Systems Administrator	30.88
13058 - Library Technician	17.24
13061 - Media Specialist I	22.28
13062 - Media Specialist II	24.93
13063 - Media Specialist III	27.79
13071 - Photographer I	14.22***
13072 - Photographer II	17.86
13073 - Photographer III	22.12
13074 - Photographer IV	26.90
13075 - Photographer V	30.67
13090 - Technical Order Library Clerk	16.14***
13110 - Video Teleconference Technician	19.32
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.61
14042 - Computer Operator II	20.81
14043 - Computer Operator III	23.21
14044 - Computer Operator IV	25.79
14045 - Computer Operator V	28.56

14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.48
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.61
14160 - Personal Computer Support Technician		25.79
14170 - System Support Specialist		28.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.79
15020 - Aircrew Training Devices Instructor (Rated)		39.68
15030 - Air Crew Training Devices Instructor (Pilot)		47.56
15050 - Computer Based Training Specialist / Instructor		32.79
15060 - Educational Technologist		36.37
15070 - Flight Instructor (Pilot)		47.56
15080 - Graphic Artist		19.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.56
15086 - Maintenance Test Pilot, Rotary Wing		47.56
15088 - Non-Maintenance Test/Co-Pilot		47.56
15090 - Technical Instructor		19.87
15095 - Technical Instructor/Course Developer		24.30
15110 - Test Proctor		16.04***
15120 - Tutor		16.04***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.52***
16030 - Counter Attendant		10.52***
16040 - Dry Cleaner		12.31***
16070 - Finisher, Flatwork, Machine		10.52***
16090 - Presser, Hand		10.52***
16110 - Presser, Machine, Drycleaning		10.52***
16130 - Presser, Machine, Shirts		10.52***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.52***
16190 - Sewing Machine Operator		13.03***
16220 - Tailor		13.75***
16250 - Washer, Machine		10.98***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.62
19040 - Tool And Die Maker		26.66
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.24***
21030 - Material Coordinator		19.37
21040 - Material Expediter		19.37
21050 - Material Handling Laborer		14.43***
21071 - Order Filler		15.90***
21080 - Production Line Worker (Food Processing)		16.24***
21110 - Shipping Packer		14.73***
21130 - Shipping/Receiving Clerk		14.73***
21140 - Store Worker I		13.05***
21150 - Stock Clerk		16.03***
21210 - Tools And Parts Attendant		16.24***
21410 - Warehouse Specialist		16.24***
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.37
23019 - Aircraft Logs and Records Technician		29.09
23021 - Aircraft Mechanic I		36.79
23022 - Aircraft Mechanic II		39.37
23023 - Aircraft Mechanic III		41.90
23040 - Aircraft Mechanic Helper		23.87
23050 - Aircraft, Painter		33.08
23060 - Aircraft Servicer		29.09
23070 - Aircraft Survival Flight Equipment Technician		33.08
23080 - Aircraft Worker		31.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		31.67

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	36.79
II	
23110 - Appliance Mechanic	21.80
23120 - Bicycle Repairer	16.89***
23125 - Cable Splicer	31.83
23130 - Carpenter, Maintenance	17.79
23140 - Carpet Layer	20.23
23160 - Electrician, Maintenance	22.31
23181 - Electronics Technician Maintenance I	25.46
23182 - Electronics Technician Maintenance II	27.44
23183 - Electronics Technician Maintenance III	29.58
23260 - Fabric Worker	18.58
23290 - Fire Alarm System Mechanic	28.12
23310 - Fire Extinguisher Repairer	16.89***
23311 - Fuel Distribution System Mechanic	20.98
23312 - Fuel Distribution System Operator	15.20***
23370 - General Maintenance Worker	16.43***
23380 - Ground Support Equipment Mechanic	36.79
23381 - Ground Support Equipment Servicer	29.09
23382 - Ground Support Equipment Worker	31.67
23391 - Gunsmith I	16.89***
23392 - Gunsmith II	20.23
23393 - Gunsmith III	23.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.68
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.21
23430 - Heavy Equipment Mechanic	24.56
23440 - Heavy Equipment Operator	19.39
23460 - Instrument Mechanic	23.50
23465 - Laboratory/Shelter Mechanic	21.80
23470 - Laborer	14.43***
23510 - Locksmith	19.79
23530 - Machinery Maintenance Mechanic	22.09
23550 - Machinist, Maintenance	19.68
23580 - Maintenance Trades Helper	14.25***
23591 - Metrology Technician I	23.50
23592 - Metrology Technician II	25.15
23593 - Metrology Technician III	26.76
23640 - Millwright	23.46
23710 - Office Appliance Repairer	17.04***
23760 - Painter, Maintenance	16.60***
23790 - Pipefitter, Maintenance	24.10
23810 - Plumber, Maintenance	22.36
23820 - Pneudraulic Systems Mechanic	23.50
23850 - Rigger	23.29
23870 - Scale Mechanic	20.23
23890 - Sheet-Metal Worker, Maintenance	21.39
23910 - Small Engine Mechanic	18.61
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.82
23950 - Telephone Lineman	31.37
23960 - Welder, Combination, Maintenance	19.12
23965 - Well Driller	23.50
23970 - Woodcraft Worker	23.50
23980 - Woodworker	16.89***
24000 - Personal Needs Occupations	
24550 - Case Manager	17.67
24570 - Child Care Attendant	10.73***
24580 - Child Care Center Clerk	13.38***
24610 - Chore Aide	10.27***
24620 - Family Readiness And Support Services Coordinator	17.67
24630 - Homemaker	17.67

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.12
25040 - Sewage Plant Operator	18.74
25070 - Stationary Engineer	22.12
25190 - Ventilation Equipment Tender	14.35***
25210 - Water Treatment Plant Operator	18.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.39
27007 - Baggage Inspector	13.14***
27008 - Corrections Officer	24.68
27010 - Court Security Officer	27.18
27030 - Detection Dog Handler	14.84***
27040 - Detention Officer	24.68
27070 - Firefighter	28.80
27101 - Guard I	13.14***
27102 - Guard II	14.84***
27131 - Police Officer I	28.50
27132 - Police Officer II	31.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.22***
28042 - Carnival Equipment Repairer	15.81***
28043 - Carnival Worker	10.39***
28210 - Gate Attendant/Gate Tender	15.42***
28310 - Lifeguard	11.90***
28350 - Park Attendant (Aide)	17.24
28510 - Recreation Aide/Health Facility Attendant	12.59***
28515 - Recreation Specialist	21.37
28630 - Sports Official	13.74***
28690 - Swimming Pool Operator	18.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.31
29020 - Hatch Tender	25.31
29030 - Line Handler	25.31
29041 - Stevedore I	23.60
29042 - Stevedore II	27.80
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
30021 - Archeological Technician I	18.28
30022 - Archeological Technician II	20.45
30023 - Archeological Technician III	25.34
30030 - Cartographic Technician	25.34
30040 - Civil Engineering Technician	22.31
30051 - Cryogenic Technician I	28.06
30052 - Cryogenic Technician II	31.00
30061 - Drafter/CAD Operator I	18.28
30062 - Drafter/CAD Operator II	20.45
30063 - Drafter/CAD Operator III	22.81
30064 - Drafter/CAD Operator IV	28.06
30081 - Engineering Technician I	16.32***
30082 - Engineering Technician II	18.32
30083 - Engineering Technician III	20.49
30084 - Engineering Technician IV	25.39
30085 - Engineering Technician V	31.06
30086 - Engineering Technician VI	37.57
30090 - Environmental Technician	20.89
30095 - Evidence Control Specialist	25.34
30210 - Laboratory Technician	24.11
30221 - Latent Fingerprint Technician I	25.17
30222 - Latent Fingerprint Technician II	27.80
30240 - Mathematical Technician	27.39
30361 - Paralegal/Legal Assistant I	22.26
30362 - Paralegal/Legal Assistant II	27.58
30363 - Paralegal/Legal Assistant III	33.74

30364 - Paralegal/Legal Assistant IV	40.82
30375 - Petroleum Supply Specialist	31.00
30390 - Photo-Optics Technician	25.34
30395 - Radiation Control Technician	31.00
30461 - Technical Writer I	26.68
30462 - Technical Writer II	32.65
30463 - Technical Writer III	39.49
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	28.06
30502 - Weather Forecaster II	34.13
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.81
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.34
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	11.15***
31030 - Bus Driver	17.08***
31043 - Driver Courier	14.59***
31260 - Parking and Lot Attendant	11.49***
31290 - Shuttle Bus Driver	13.62***
31310 - Taxi Driver	13.38***
31361 - Truckdriver, Light	16.22***
31362 - Truckdriver, Medium	17.85
31363 - Truckdriver, Heavy	21.63
31364 - Truckdriver, Tractor-Trailer	21.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	11.16***
99050 - Desk Clerk	11.58***
99095 - Embalmer	28.73
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	14.19***
99252 - Laboratory Animal Caretaker II	15.75***
99260 - Marketing Analyst	32.61
99310 - Mortician	28.73
99410 - Pest Controller	17.20
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	18.04
99711 - Recycling Specialist	22.60
99730 - Refuse Collector	17.21
99810 - Sales Clerk	13.15***
99820 - School Crossing Guard	10.08***
99830 - Survey Party Chief	25.00
99831 - Surveying Aide	17.32
99832 - Surveying Technician	20.45
99840 - Vending Machine Attendant	16.34***
99841 - Vending Machine Repairer	21.66
99842 - Vending Machine Repairer Helper	16.34***

***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))."