

2. AMENDMENT/MODIFICATION NO. P00056	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) STEWART COUNTY OF ATTN [REDACTED] CHAIRMAN PO BOX 157 LUMPKIN GA 318150157	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. DROIGSA-06-00005
		10B. DATED (SEE ITEM 13) 06/30/2006
CODE N559HSGSNDX7	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) IAW DROIGSA-06-00005

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: N559HSGSNDX7
 Contract Specialist: [REDACTED]
 Contracting Officer: [REDACTED]
 COR: [REDACTED]; (229) 838-[REDACTED]
 ACOR: [REDACTED] (404) 893-[REDACTED]
 Prime Contractor: [REDACTED]
 Sub-Contractor: CoreCivic - [REDACTED]; (615) 263-[REDACTED]
 Sub-Contractor: CoreCivic - [REDACTED]; (615) 263-[REDACTED]

The purpose of this modification is to incorporate the most recent Department of Labor Wage Determination and to provide instructions for requesting a price adjustment. Accordingly,
 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]

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DROIGSA-06-00005/P00056

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NAME OF OFFEROR OR CONTRACTOR
STEWART COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1. In accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination No. WD 2015-4503, revision 28, dated 04/17/2024 is hereby attached and incorporated with an effective date of 8/1/2024.</p> <p>2. The following payroll data must be submitted to support any request for a price adjustment:</p> <p>A. Employee Name and WD Job Classification Title/Number</p> <p>B. Actual hours paid and/or worked</p> <p>C. Actual hourly wage and wage rates used in previous performance period</p> <p>D. Actual H&W wages and rates used in previous performance period</p> <p>E. How was H&W paid? (i.e., cash to employees or paid to third party)</p> <p>F. Applicable workers compensation rate (if H&W was paid in cash to employee)</p> <p>G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax Allowance (SUTA))</p> <p>3. The Contractor shall notify the Contracting Officer of any price increase claimed under clause 52.222-43 within 30 calendar days of receiving a copy of the completed modification incorporating the new wage determination. Period of Performance: 08/21/2014 to 08/20/2025</p> <p>All other terms and conditions remain the same. Period of Performance: 08/21/2014 to 08/20/2025</p> <p>Period of Performance: 08/21/2014 to 08/20/2025</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>				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE

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2. AMENDMENT/MODIFICATION NO.

P00057

3. EFFECTIVE DATE

See Block 16C

4. REQUISITION/PURCHASE REQ. NO.

5. PROJECT NO. (If applicable)

6. ISSUED BY

CODE

70CDCR

7. ADMINISTERED BY (If other than Item 6)

CODE

ICE/DCR

DETENTION COMPLIANCE AND REMOVALS
U.S. Immigration and Customs Enforcement
Office of Acquisition Management
500 12th St SW
WASHINGTON DC 20024

ICE/Detention Compliance & Removals
Immigration and Customs Enforcement
Office of Acquisition Management
500 12th St SW
Washington DC 20024

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)

STEWART COUNTY OF
ATTN [REDACTED] CHAIRMAN
PO BOX 157
LUMPKIN GA 318150157

9A. AMENDMENT OF SOLICITATION NO.

9B. DATED (SEE ITEM 11)

10A. MODIFICATION OF CONTRACT/ORDER NO.
DROIGSA-06-00005

10B. DATED (SEE ITEM 13)

06/30/2006

CODE N559HGSNDX7

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.

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	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)
X	IAW DROIGSA-06-00005

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

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

UEI: N559HGSNDX7

Contract Specialist: [REDACTED]

Contracting Officer: [REDACTED]

COR: [REDACTED] (229) 838-[REDACTED]

ACOR: [REDACTED] (404) 893-[REDACTED]

Prime Contractor: [REDACTED]

Sub-Contractor: CoreCivic - [REDACTED] (615) 263-[REDACTED]

Sub-Contractor: CoreCivic - [REDACTED] (615) 263-[REDACTED]

The purpose of this modification is to:

1. Update the previous incorporated Department of Labor Wage Determination, with the 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.

(Type or print)

VICE CHAIR

15C. DATE SIGNED

9-23-24

NAME OF OFFEROR OR CONTRACTOR
STEWART COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>correct WD, WD-2015 4503 (Rev 29), effective 22 July 2024 and</p> <p>2. Update applicable rates associated with a Request for Equitable Adjustment resulting from Wage Determination 2015-4503 (Rev.29). The following are the equitable adjustments to the agreement resulting from the above incorporations:</p> <p>1. Effective August 1, 2024, the Tier 1 Bed Day Rate is increased by [REDACTED] for the period of 8/1/2024 through 7/1/2025. The Bed Day Rate is increased as follows: From: [REDACTED] By: [REDACTED] (Annual Increase) By: [REDACTED] (REA) To: [REDACTED]</p> <p>2. Effective August 1, 2024 the per diem rate for Tier 1 Medical Services (CLIN 0009) is increased by [REDACTED] to [REDACTED] per bed day. Due to the annual scheduled increase that is independent of this equitable adjustment there are two distinct rate periods. The date ranges for these rates are as follows: 8/1/2024 - 9/24/2024 @ [REDACTED] 9/25/2024 - 7/31/2025 @ [REDACTED] Tier 1 Medical Services Per Diem Rate is increased: From: [REDACTED] By: [REDACTED] (8/1 REA) By: [REDACTED] (9/25 Annual 3.25%) To: [REDACTED]</p> <p>3. Effective August 1, 2024 the Guard Rate is increased by [REDACTED] from [REDACTED] based on the increase in the wage rate that is applicable for Detention Officers, as adjusted for overtime.</p> <p>4. Effective August 1, 2024 the mileage increased by [REDACTED] cents per mile from [REDACTED]</p> <p>All other terms and conditions remain the same. Period of Performance: 08/21/2014 to 08/20/2025</p> <p>Accounting Info: [REDACTED] - ----- [REDACTED]</p> <p>Period of Performance: 08/21/2014 to 08/20/2025</p> <p>Change Item 0001 to read as follows (amount shown Continued ...</p>				

NAME OF OFFEROR OR CONTRACTOR
STEWART COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	<p>is the total amount):</p> <p>Detention Guard Services.</p> <p>The Bed Day Rate is increased as follows:</p> <p>From: [REDACTED] By: [REDACTED] (Annual Increase) By: [REDACTED] (REA) To: [REDACTED]</p> <p>Funding will be obligated at the Task Order level. Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
0009	<p>Change Item 0009 to read as follows (amount shown is the total amount):</p> <p>Medical Services</p> <p>Period of Performance is extended for the life of the IGSA. (P00043)</p> <p>9/25/2018 to 7/31/2019 @ [REDACTED] (P00032) 8/1/2019 to 9/24/2019 @ [REDACTED] (P00040) 9/25/2019 to 7/31/2020 @ [REDACTED] (P00040) 8/1/2020 to 9/24/2020 @ [REDACTED] (P00042) 9/25/2020 to 9/24/2021 @ [REDACTED] (P00043) 8/1/2020 to 9/24/2020 @ [REDACTED] (P00047) 9/25/2021 to 7/31/2022 @ [REDACTED] (P00047) 8/1/2022 to 9/24/2022 @ [REDACTED] (P00050) 9/25/2022 to 7/31/2023 @ [REDACTED] (P00050) 8/1/2023 to 9/24/2023 @ [REDACTED] (P00055) 9/25/2023 to 7/31/2024 @ [REDACTED] (P00055) 8/1/2024 to 9/24/2024 @ [REDACTED] (P00057) 9/25/2024 to 7/31/2025 @ [REDACTED] (P00057)</p> <p>Tier 1 Medical Services Per Diem Rate is Increased:</p> <p>From: [REDACTED] By: [REDACTED] (REA) By: [REDACTED] (Annual 3.25%) To: [REDACTED]</p> <p>Rate increases by 3.25% each year on 9/25. Obligated Amount: \$0.00 Product/Service Code: Q201 Product/Service Description: MEDICAL- MANAGED HEALTHCARE Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
STEWART COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	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.				

"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.: 2015-4503 Revision No.: 28 Date Of Last Revision: 04/17/2024	

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: Georgia

Area: Georgia Counties of Schley, Stewart, Talbot, Taylor, Troup, Webster

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.12***
01012 - Accounting Clerk II		19.21
01013 - Accounting Clerk III		21.49
01020 - Administrative Assistant		28.14
01035 - Court Reporter		18.34
01041 - Customer Service Representative I		15.31***
01042 - Customer Service Representative II		16.71***
01043 - Customer Service Representative III		18.75
01051 - Data Entry Operator I		15.47***
01052 - Data Entry Operator II		16.88***
01060 - Dispatcher, Motor Vehicle		21.39
01070 - Document Preparation Clerk		14.61***
01090 - Duplicating Machine Operator		14.61***
01111 - General Clerk I		15.73***
01112 - General Clerk II		17.16***
01113 - General Clerk III		19.26

01120 - Housing Referral Assistant	20.46
01141 - Messenger Courier	14.33***
01191 - Order Clerk I	15.79***
01192 - Order Clerk II	17.23
01261 - Personnel Assistant (Employment) I	17.91
01262 - Personnel Assistant (Employment) II	20.04
01263 - Personnel Assistant (Employment) III	22.34
01270 - Production Control Clerk	22.88
01290 - Rental Clerk	15.02***
01300 - Scheduler, Maintenance	16.40***
01311 - Secretary I	16.40***
01312 - Secretary II	18.34
01313 - Secretary III	20.46
01320 - Service Order Dispatcher	19.12
01410 - Supply Technician	28.14
01420 - Survey Worker	18.34
01460 - Switchboard Operator/Receptionist	14.52***
01531 - Travel Clerk I	13.98***
01532 - Travel Clerk II	15.13***
01533 - Travel Clerk III	16.30***
01611 - Word Processor I	14.61***
01612 - Word Processor II	16.40***
01613 - Word Processor III	18.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.72
05010 - Automotive Electrician	17.62
05040 - Automotive Glass Installer	16.53***
05070 - Automotive Worker	16.53***
05110 - Mobile Equipment Servicer	14.78***
05130 - Motor Equipment Metal Mechanic	18.27
05160 - Motor Equipment Metal Worker	16.53***
05190 - Motor Vehicle Mechanic	18.27
05220 - Motor Vehicle Mechanic Helper	13.87***
05250 - Motor Vehicle Upholstery Worker	15.65***
05280 - Motor Vehicle Wrecker	16.53***
05310 - Painter, Automotive	17.41
05340 - Radiator Repair Specialist	16.53***
05370 - Tire Repairer	16.95***
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.07***
07041 - Cook I	13.24***
07042 - Cook II	14.81***
07070 - Dishwasher	11.25***
07130 - Food Service Worker	12.60***
07210 - Meat Cutter	14.76***
07260 - Waiter/Waitress	10.58***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.92
09040 - Furniture Handler	13.04***
09080 - Furniture Refinisher	18.92
09090 - Furniture Refinisher Helper	15.07***
09110 - Furniture Repairer, Minor	17.00***
09130 - Upholsterer	18.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.62***
11060 - Elevator Operator	12.62***
11090 - Gardener	19.73
11122 - Housekeeping Aide	13.27***
11150 - Janitor	13.27***
11210 - Laborer, Grounds Maintenance	16.04***
11240 - Maid or Houseman	11.83***
11260 - Pruner	14.70***
11270 - Tractor Operator	18.52
11330 - Trail Maintenance Worker	16.04***

11360 - Window Cleaner	14.49***
12000 - Health Occupations	
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	22.75
12012 - Certified Occupational Therapist Assistant	31.22
12015 - Certified Physical Therapist Assistant	34.54
12020 - Dental Assistant	17.76
12025 - Dental Hygienist	37.03
12030 - EKG Technician	29.63
12035 - Electroneurodiagnostic Technologist	29.63
12040 - Emergency Medical Technician	17.35
12071 - Licensed Practical Nurse I	20.35
12072 - Licensed Practical Nurse II	22.75
12073 - Licensed Practical Nurse III	25.37
12100 - Medical Assistant	17.20
12130 - Medical Laboratory Technician	28.48
12160 - Medical Record Clerk	18.25
12190 - Medical Record Technician	20.41
12195 - Medical Transcriptionist	20.35
12210 - Nuclear Medicine Technologist	50.02
12221 - Nursing Assistant I	13.57***
12222 - Nursing Assistant II	15.27***
12223 - Nursing Assistant III	16.66***
12224 - Nursing Assistant IV	18.70
12235 - Optical Dispenser	21.17
12236 - Optical Technician	20.35
12250 - Pharmacy Technician	17.52
12280 - Phlebotomist	17.18***
12305 - Radiologic Technologist	29.85
12311 - Registered Nurse I	27.16
12312 - Registered Nurse II	33.22
12313 - Registered Nurse II, Specialist	33.22
12314 - Registered Nurse III	40.19
12315 - Registered Nurse III, Anesthetist	40.19
12316 - Registered Nurse IV	48.17
12317 - Scheduler (Drug and Alcohol Testing)	28.20
12320 - Substance Abuse Treatment Counselor	22.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.58
13012 - Exhibits Specialist II	26.74
13013 - Exhibits Specialist III	32.70
13041 - Illustrator I	21.58
13042 - Illustrator II	26.74
13043 - Illustrator III	32.70
13047 - Librarian	29.61
13050 - Library Aide/Clerk	16.89***
13054 - Library Information Technology Systems Administrator	26.74
13058 - Library Technician	19.12
13061 - Media Specialist I	19.29
13062 - Media Specialist II	21.58
13063 - Media Specialist III	24.06
13071 - Photographer I	19.29
13072 - Photographer II	21.58
13073 - Photographer III	26.74
13074 - Photographer IV	32.70
13075 - Photographer V	39.56
13090 - Technical Order Library Clerk	21.58
13110 - Video Teleconference Technician	19.29
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.02***
14042 - Computer Operator II	17.92
14043 - Computer Operator III	19.99
14044 - Computer Operator IV	22.20
14045 - Computer Operator V	24.59

14071 - Computer Programmer I	(see 1)	20.24
14072 - Computer Programmer II	(see 1)	25.08
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		16.02***
14160 - Personal Computer Support Technician		22.20
14170 - System Support Specialist		27.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.70
15020 - Aircrew Training Devices Instructor (Rated)		40.78
15030 - Air Crew Training Devices Instructor (Pilot)		48.87
15050 - Computer Based Training Specialist / Instructor		33.70
15060 - Educational Technologist		35.30
15070 - Flight Instructor (Pilot)		48.87
15080 - Graphic Artist		23.09
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.87
15086 - Maintenance Test Pilot, Rotary Wing		48.87
15088 - Non-Maintenance Test/Co-Pilot		48.87
15090 - Technical Instructor		21.88
15095 - Technical Instructor/Course Developer		26.77
15110 - Test Proctor		17.66
15120 - Tutor		17.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.38***
16030 - Counter Attendant		10.38***
16040 - Dry Cleaner		12.15***
16070 - Finisher, Flatwork, Machine		10.38***
16090 - Presser, Hand		10.38***
16110 - Presser, Machine, Drycleaning		10.38***
16130 - Presser, Machine, Shirts		10.38***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.38***
16190 - Sewing Machine Operator		12.73***
16220 - Tailor		13.32***
16250 - Washer, Machine		10.99***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.41
19040 - Tool And Die Maker		28.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.30
21030 - Material Coordinator		22.88
21040 - Material Expediter		22.88
21050 - Material Handling Laborer		15.73***
21071 - Order Filler		14.95***
21080 - Production Line Worker (Food Processing)		20.30
21110 - Shipping Packer		17.26
21130 - Shipping/Receiving Clerk		17.26
21140 - Store Worker I		15.42***
21150 - Stock Clerk		19.83
21210 - Tools And Parts Attendant		20.30
21410 - Warehouse Specialist		20.30
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.72
23019 - Aircraft Logs and Records Technician		22.50
23021 - Aircraft Mechanic I		26.40
23022 - Aircraft Mechanic II		27.72
23023 - Aircraft Mechanic III		29.13
23040 - Aircraft Mechanic Helper		20.00
23050 - Aircraft, Painter		25.00
23060 - Aircraft Servicer		22.50
23070 - Aircraft Survival Flight Equipment Technician		25.00
23080 - Aircraft Worker		23.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		23.71

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	26.40
II	
23110 - Appliance Mechanic	22.80
23120 - Bicycle Repairer	19.35
23125 - Cable Splicer	38.02
23130 - Carpenter, Maintenance	21.44
23140 - Carpet Layer	21.64
23160 - Electrician, Maintenance	24.71
23181 - Electronics Technician Maintenance I	24.27
23182 - Electronics Technician Maintenance II	25.52
23183 - Electronics Technician Maintenance III	26.73
23260 - Fabric Worker	20.49
23290 - Fire Alarm System Mechanic	22.52
23310 - Fire Extinguisher Repairer	19.35
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.28
23370 - General Maintenance Worker	19.67
23380 - Ground Support Equipment Mechanic	26.40
23381 - Ground Support Equipment Servicer	22.50
23382 - Ground Support Equipment Worker	23.71
23391 - Gunsmith I	19.35
23392 - Gunsmith II	21.64
23393 - Gunsmith III	23.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.74
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.76
23430 - Heavy Equipment Mechanic	26.55
23440 - Heavy Equipment Operator	17.88
23460 - Instrument Mechanic	23.92
23465 - Laboratory/Shelter Mechanic	22.80
23470 - Laborer	15.73***
23510 - Locksmith	22.80
23530 - Machinery Maintenance Mechanic	27.10
23550 - Machinist, Maintenance	21.60
23580 - Maintenance Trades Helper	15.35***
23591 - Metrology Technician I	23.92
23592 - Metrology Technician II	25.04
23593 - Metrology Technician III	26.07
23640 - Millwright	26.28
23710 - Office Appliance Repairer	21.19
23760 - Painter, Maintenance	19.26
23790 - Pipefitter, Maintenance	24.32
23810 - Plumber, Maintenance	23.18
23820 - Pneudraulic Systems Mechanic	23.92
23850 - Rigger	23.92
23870 - Scale Mechanic	21.64
23890 - Sheet-Metal Worker, Maintenance	18.71
23910 - Small Engine Mechanic	19.18
23931 - Telecommunications Mechanic I	27.17
23932 - Telecommunications Mechanic II	28.42
23950 - Telephone Lineman	23.80
23960 - Welder, Combination, Maintenance	20.39
23965 - Well Driller	23.92
23970 - Woodcraft Worker	23.92
23980 - Woodworker	19.35
24000 - Personal Needs Occupations	
24550 - Case Manager	15.40***
24570 - Child Care Attendant	11.41***
24580 - Child Care Center Clerk	14.23***
24610 - Chore Aide	12.07***
24620 - Family Readiness And Support Services Coordinator	15.40***
24630 - Homemaker	15.40***

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.21
25040 - Sewage Plant Operator	19.77
25070 - Stationary Engineer	21.21
25190 - Ventilation Equipment Tender	16.25***
25210 - Water Treatment Plant Operator	19.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.85***
27007 - Baggage Inspector	14.44***
27008 - Corrections Officer	19.00
27010 - Court Security Officer	18.79
27030 - Detection Dog Handler	16.15***
27040 - Detention Officer	19.00
27070 - Firefighter	19.16
27101 - Guard I	14.44***
27102 - Guard II	16.15***
27131 - Police Officer I	21.25
27132 - Police Officer II	23.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.50***
28042 - Carnival Equipment Repairer	15.45***
28043 - Carnival Worker	11.49***
28210 - Gate Attendant/Gate Tender	17.07***
28310 - Lifeguard	15.20***
28350 - Park Attendant (Aide)	19.09
28510 - Recreation Aide/Health Facility Attendant	13.94***
28515 - Recreation Specialist	23.64
28630 - Sports Official	15.21***
28690 - Swimming Pool Operator	18.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.87
29020 - Hatch Tender	21.87
29030 - Line Handler	21.87
29041 - Stevedore I	20.72
29042 - Stevedore II	23.03
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	47.78
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.95
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	36.28
30021 - Archeological Technician I	19.29
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	26.74
30030 - Cartographic Technician	26.74
30040 - Civil Engineering Technician	22.58
30051 - Cryogenic Technician I	29.61
30052 - Cryogenic Technician II	32.70
30061 - Drafter/CAD Operator I	19.29
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	24.06
30064 - Drafter/CAD Operator IV	29.61
30081 - Engineering Technician I	16.35***
30082 - Engineering Technician II	18.34
30083 - Engineering Technician III	20.52
30084 - Engineering Technician IV	27.52
30085 - Engineering Technician V	33.30
30086 - Engineering Technician VI	37.62
30090 - Environmental Technician	26.74
30095 - Evidence Control Specialist	26.74
30210 - Laboratory Technician	25.37
30221 - Latent Fingerprint Technician I	29.61
30222 - Latent Fingerprint Technician II	32.70
30240 - Mathematical Technician	26.74
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.33
30363 - Paralegal/Legal Assistant III	30.98

30364 - Paralegal/Legal Assistant IV	37.48
30375 - Petroleum Supply Specialist	32.70
30390 - Photo-Optics Technician	26.74
30395 - Radiation Control Technician	32.70
30461 - Technical Writer I	26.74
30462 - Technical Writer II	32.70
30463 - Technical Writer III	39.57
30491 - Unexploded Ordnance (UXO) Technician I	30.36
30492 - Unexploded Ordnance (UXO) Technician II	36.74
30493 - Unexploded Ordnance (UXO) Technician III	44.03
30494 - Unexploded (UXO) Safety Escort	30.36
30495 - Unexploded (UXO) Sweep Personnel	30.36
30501 - Weather Forecaster I	29.61
30502 - Weather Forecaster II	36.01
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.06
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.74
31020 - Bus Aide	11.30***
31030 - Bus Driver	16.60***
31043 - Driver Courier	15.80***
31260 - Parking and Lot Attendant	12.60***
31290 - Shuttle Bus Driver	15.35***
31310 - Taxi Driver	11.58***
31361 - Truckdriver, Light	16.83***
31362 - Truckdriver, Medium	17.82
31363 - Truckdriver, Heavy	22.50
31364 - Truckdriver, Tractor-Trailer	22.50
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.91
99030 - Cashier	11.48***
99050 - Desk Clerk	12.13***
99095 - Embalmer	28.39
99130 - Flight Follower	30.36
99251 - Laboratory Animal Caretaker I	14.11***
99252 - Laboratory Animal Caretaker II	15.03***
99260 - Marketing Analyst	27.19
99310 - Mortician	28.39
99410 - Pest Controller	18.48
99510 - Photofinishing Worker	15.96***
99710 - Recycling Laborer	17.33
99711 - Recycling Specialist	20.02
99730 - Refuse Collector	15.88***
99810 - Sales Clerk	12.70***
99820 - School Crossing Guard	16.91***
99830 - Survey Party Chief	20.69
99831 - Surveying Aide	14.66***
99832 - Surveying Technician	20.04
99840 - Vending Machine Attendant	21.34
99841 - Vending Machine Repairer	25.43
99842 - Vending Machine Repairer Helper	21.34

***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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."