

2. AMENDMENT/MODIFICATION NO. P00053	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) POLK COUNTY 602 E CHURCH ST STE 108 LIVINGSTON TX 773516043	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. DROIGSA-07-0029/
		10B. DATED (SEE ITEM 13) 07/25/2007

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 52.222-43 Fair Labor Standards Act and Service Contract Labor- Price Adjustment

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: XNQMWLQZNM3
 COR: [REDACTED]
 Email: [REDACTED]
 COR: [REDACTED]
 Email: [REDACTED]
 County POC: [REDACTED]
 Email: [REDACTED]
 MTC POC: [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	15C. DATE SIGNED	16C. DATE SIGNED Signed by MARLAND J CLARK 07/26 17:18:26 -04'00'

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DROIGSA-07-0029//P00053

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NAME OF OFFEROR OR CONTRACTOR
POLK COUNTY

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0004	<p>Email: [REDACTED]</p> <p>Contracting Officer/Specialist: [REDACTED]</p> <p>Email: [REDACTED]</p> <p>There is no requisition associated with this order.</p> <p>The purpose of administrative modification P00053 is to:</p> <ol style="list-style-type: none"> Incorporate Wage Determination 2015-5279 Rev 25 Dated 26 Dec 23 with an effective date of 1 Feb 24. Correct the erroneous annual price per position and annual position totals on CLIN 0004. <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: 02/01/2019 to 04/30/2025</p> <p>Change Item 0004 to read as follows (amount shown is the total amount):</p> <p>Advanced Practice Provider</p> <p>This is a Labor Hour CLIN. The positions are to be invoiced for actual hours worked at an hourly rate of [REDACTED] hour.</p> <p>Two positions at [REDACTED] hours per year per position (a total of [REDACTED] hours per year)</p> <p>Annual amount per position is [REDACTED] for a total amount of [REDACTED]</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>All other terms and conditions of DROIGSA-07-0029 shall remain the same.</p>	[REDACTED]	[REDACTED]	0.00	

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
Wage Determination No.: 2015-5279 Revision No.: 25 Date Of Last Revision: 12/26/2023	

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 Angelina, Jasper, Nacogdoches, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.14
01012 - Accounting Clerk II		20.37
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		26.97
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		13.98***
01042 - Customer Service Representative II		15.25***
01043 - Customer Service Representative III		17.13***
01051 - Data Entry Operator I		15.68***
01052 - Data Entry Operator II		17.10***
01060 - Dispatcher, Motor Vehicle		18.19
01070 - Document Preparation Clerk		14.88***
01090 - Duplicating Machine Operator		14.88***
01111 - General Clerk I		15.18***
01112 - General Clerk II		16.56***

01113 - General Clerk III	18.60
01120 - Housing Referral Assistant	20.59
01141 - Messenger Courier	12.11***
01191 - Order Clerk I	15.50***
01192 - Order Clerk II	16.91***
01261 - Personnel Assistant (Employment) I	18.95
01262 - Personnel Assistant (Employment) II	21.19
01263 - Personnel Assistant (Employment) III	23.63
01270 - Production Control Clerk	23.27
01290 - Rental Clerk	15.24***
01300 - Scheduler, Maintenance	16.25***
01311 - Secretary I	16.25***
01312 - Secretary II	18.17
01313 - Secretary III	20.59
01320 - Service Order Dispatcher	16.26***
01410 - Supply Technician	26.97
01420 - Survey Worker	17.06***
01460 - Switchboard Operator/Receptionist	13.97***
01531 - Travel Clerk I	15.72***
01532 - Travel Clerk II	16.90***
01533 - Travel Clerk III	18.12
01611 - Word Processor I	14.86***
01612 - Word Processor II	16.69***
01613 - Word Processor III	18.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.43
05220 - Motor Vehicle Mechanic Helper	16.86***
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.32
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09***
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.90***
07041 - Cook I	11.84***
07042 - Cook II	13.81***
07070 - Dishwasher	10.30***
07130 - Food Service Worker	11.15***
07210 - Meat Cutter	14.14***
07260 - Waiter/Waitress	10.08***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.23
09040 - Furniture Handler	15.88***
09080 - Furniture Refinisher	25.23
09090 - Furniture Refinisher Helper	18.96
09110 - Furniture Repairer, Minor	21.88
09130 - Upholsterer	25.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.78***
11060 - Elevator Operator	12.54***
11090 - Gardener	19.04
11122 - Housekeeping Aide	12.54***
11150 - Janitor	12.54***
11210 - Laborer, Grounds Maintenance	14.12***
11240 - Maid or Houseman	10.89***
11260 - Pruner	12.54***
11270 - Tractor Operator	17.39

11330 - Trail Maintenance Worker	14.12***
11360 - Window Cleaner	14.11***
12000 - Health Occupations	
12010 - Ambulance Driver	15.36***
12011 - Breath Alcohol Technician	22.18
12012 - Certified Occupational Therapist Assistant	34.68
12015 - Certified Physical Therapist Assistant	36.51
12020 - Dental Assistant	17.61
12025 - Dental Hygienist	40.36
12030 - EKG Technician	29.71
12035 - Electroneurodiagnostic Technologist	29.71
12040 - Emergency Medical Technician	15.36***
12071 - Licensed Practical Nurse I	19.82
12072 - Licensed Practical Nurse II	22.18
12073 - Licensed Practical Nurse III	24.72
12100 - Medical Assistant	15.83***
12130 - Medical Laboratory Technician	25.76
12160 - Medical Record Clerk	15.30***
12190 - Medical Record Technician	17.12***
12195 - Medical Transcriptionist	19.59
12210 - Nuclear Medicine Technologist	48.73
12221 - Nursing Assistant I	13.79***
12222 - Nursing Assistant II	15.50***
12223 - Nursing Assistant III	16.92***
12224 - Nursing Assistant IV	19.00
12235 - Optical Dispenser	17.45
12236 - Optical Technician	19.82
12250 - Pharmacy Technician	17.50
12280 - Phlebotomist	16.63***
12305 - Radiologic Technologist	27.12
12311 - Registered Nurse I	30.04
12312 - Registered Nurse II	36.73
12313 - Registered Nurse II, Specialist	36.73
12314 - Registered Nurse III	44.44
12315 - Registered Nurse III, Anesthetist	44.44
12316 - Registered Nurse IV	53.27
12317 - Scheduler (Drug and Alcohol Testing)	27.47
12320 - Substance Abuse Treatment Counselor	24.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.04
13012 - Exhibits Specialist II	26.07
13013 - Exhibits Specialist III	31.83
13041 - Illustrator I	21.04
13042 - Illustrator II	26.07
13043 - Illustrator III	31.83
13047 - Librarian	28.82
13050 - Library Aide/Clerk	12.77***
13054 - Library Information Technology Systems Administrator	26.03
13058 - Library Technician	14.59***
13061 - Media Specialist I	18.78
13062 - Media Specialist II	21.01
13063 - Media Specialist III	23.42
13071 - Photographer I	18.78
13072 - Photographer II	21.01
13073 - Photographer III	26.03
13074 - Photographer IV	31.83
13075 - Photographer V	38.51
13090 - Technical Order Library Clerk	16.04***
13110 - Video Teleconference Technician	18.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.73
14042 - Computer Operator II	21.42
14043 - Computer Operator III	25.06
14044 - Computer Operator IV	28.05

14045 - Computer Operator V		31.14
14071 - Computer Programmer I	(see 1)	24.01
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.73
14160 - Personal Computer Support Technician		28.05
14170 - System Support Specialist		32.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.06
15020 - Aircrew Training Devices Instructor (Rated)		43.63
15030 - Air Crew Training Devices Instructor (Pilot)		52.29
15050 - Computer Based Training Specialist / Instructor		36.06
15060 - Educational Technologist		32.42
15070 - Flight Instructor (Pilot)		52.29
15080 - Graphic Artist		21.35
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		52.29
15086 - Maintenance Test Pilot, Rotary Wing		52.29
15088 - Non-Maintenance Test/Co-Pilot		52.29
15090 - Technical Instructor		20.42
15095 - Technical Instructor/Course Developer		24.98
15110 - Test Proctor		16.48***
15120 - Tutor		16.48***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.30***
16030 - Counter Attendant		11.30***
16040 - Dry Cleaner		14.50***
16070 - Finisher, Flatwork, Machine		11.30***
16090 - Presser, Hand		11.30***
16110 - Presser, Machine, Drycleaning		11.30***
16130 - Presser, Machine, Shirts		11.30***
16160 - Presser, Machine, Wearing Apparel, Laundry		11.30***
16190 - Sewing Machine Operator		15.34***
16220 - Tailor		16.51***
16250 - Washer, Machine		12.38***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.46
19040 - Tool And Die Maker		26.85
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.88***
21030 - Material Coordinator		23.27
21040 - Material Expediter		23.27
21050 - Material Handling Laborer		14.69***
21071 - Order Filler		14.07***
21080 - Production Line Worker (Food Processing)		16.88***
21110 - Shipping Packer		16.29***
21130 - Shipping/Receiving Clerk		16.29***
21140 - Store Worker I		13.93***
21150 - Stock Clerk		19.93
21210 - Tools And Parts Attendant		16.88***
21410 - Warehouse Specialist		16.88***
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.73
23019 - Aircraft Logs and Records Technician		19.48
23021 - Aircraft Mechanic I		23.70
23022 - Aircraft Mechanic II		24.73
23023 - Aircraft Mechanic III		25.78
23040 - Aircraft Mechanic Helper		16.42***
23050 - Aircraft, Painter		22.46
23060 - Aircraft Servicer		19.48
23070 - Aircraft Survival Flight Equipment Technician		22.46
23080 - Aircraft Worker		20.95

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.70
23110 - Appliance Mechanic	25.08
23120 - Bicycle Repairer	17.98
23125 - Cable Splicer	30.91
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.95
23160 - Electrician, Maintenance	24.22
23181 - Electronics Technician Maintenance I	28.53
23182 - Electronics Technician Maintenance II	30.60
23183 - Electronics Technician Maintenance III	32.28
23260 - Fabric Worker	19.48
23290 - Fire Alarm System Mechanic	23.33
23310 - Fire Extinguisher Repairer	17.98
23311 - Fuel Distribution System Mechanic	23.22
23312 - Fuel Distribution System Operator	17.60
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	23.70
23381 - Ground Support Equipment Servicer	19.48
23382 - Ground Support Equipment Worker	20.95
23391 - Gunsmith I	17.98
23392 - Gunsmith II	20.95
23393 - Gunsmith III	23.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.34
23430 - Heavy Equipment Mechanic	26.17
23440 - Heavy Equipment Operator	20.77
23460 - Instrument Mechanic	23.70
23465 - Laboratory/Shelter Mechanic	22.46
23470 - Laborer	14.69***
23510 - Locksmith	22.46
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	21.76
23580 - Maintenance Trades Helper	15.06***
23591 - Metrology Technician I	23.70
23592 - Metrology Technician II	24.73
23593 - Metrology Technician III	25.78
23640 - Millwright	25.49
23710 - Office Appliance Repairer	22.46
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	29.70
23810 - Plumber, Maintenance	28.17
23820 - Pneudraulic Systems Mechanic	23.70
23850 - Rigger	23.70
23870 - Scale Mechanic	20.95
23890 - Sheet-Metal Worker, Maintenance	23.70
23910 - Small Engine Mechanic	20.64
23931 - Telecommunications Mechanic I	33.50
23932 - Telecommunications Mechanic II	34.96
23950 - Telephone Lineman	32.09
23960 - Welder, Combination, Maintenance	20.65
23965 - Well Driller	26.84
23970 - Woodcraft Worker	23.70
23980 - Woodworker	17.98
24000 - Personal Needs Occupations	
24550 - Case Manager	17.09***
24570 - Child Care Attendant	10.35***
24580 - Child Care Center Clerk	12.93***
24610 - Chore Aide	10.91***
24620 - Family Readiness And Support Services Coordinator	17.09***

24630 - Homemaker	17.09***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	16.60***
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.67
27007 - Baggage Inspector	12.89***
27008 - Corrections Officer	19.51
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	14.42***
27040 - Detention Officer	19.51
27070 - Firefighter	22.44
27101 - Guard I	12.89***
27102 - Guard II	14.42***
27131 - Police Officer I	23.90
27132 - Police Officer II	26.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.39***
28042 - Carnival Equipment Repairer	13.56***
28043 - Carnival Worker	8.95***
28210 - Gate Attendant/Gate Tender	17.35
28310 - Lifeguard	15.38***
28350 - Park Attendant (Aide)	19.41
28510 - Recreation Aide/Health Facility Attendant	14.16***
28515 - Recreation Specialist	23.11
28630 - Sports Official	15.45***
28690 - Swimming Pool Operator	16.40***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.73
29020 - Hatch Tender	26.73
29030 - Line Handler	26.73
29041 - Stevedore I	24.73
29042 - Stevedore II	27.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	49.71
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.27
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.75
30021 - Archeological Technician I	20.34
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.56
30040 - Civil Engineering Technician	24.06
30051 - Cryogenic Technician I	31.21
30052 - Cryogenic Technician II	34.47
30061 - Drafter/CAD Operator I	20.34
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	31.21
30081 - Engineering Technician I	18.35
30082 - Engineering Technician II	20.58
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	30.40
30085 - Engineering Technician V	37.18
30086 - Engineering Technician VI	42.22
30090 - Environmental Technician	27.83
30095 - Evidence Control Specialist	28.18
30210 - Laboratory Technician	29.43
30221 - Latent Fingerprint Technician I	31.21
30222 - Latent Fingerprint Technician II	34.47
30240 - Mathematical Technician	28.18
30361 - Paralegal/Legal Assistant I	22.99
30362 - Paralegal/Legal Assistant II	28.49

30363 - Paralegal/Legal Assistant III	34.85
30364 - Paralegal/Legal Assistant IV	42.15
30375 - Petroleum Supply Specialist	34.47
30390 - Photo-Optics Technician	28.18
30395 - Radiation Control Technician	34.47
30461 - Technical Writer I	28.18
30462 - Technical Writer II	34.47
30463 - Technical Writer III	41.72
30491 - Unexploded Ordnance (UXO) Technician I	31.59
30492 - Unexploded Ordnance (UXO) Technician II	38.22
30493 - Unexploded Ordnance (UXO) Technician III	45.81
30494 - Unexploded (UXO) Safety Escort	31.59
30495 - Unexploded (UXO) Sweep Personnel	31.59
30501 - Weather Forecaster I	31.21
30502 - Weather Forecaster II	37.97
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.36
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.22
31020 - Bus Aide	13.12***
31030 - Bus Driver	19.13
31043 - Driver Courier	14.20***
31260 - Parking and Lot Attendant	11.46***
31290 - Shuttle Bus Driver	13.73***
31310 - Taxi Driver	11.98***
31361 - Truckdriver, Light	15.39***
31362 - Truckdriver, Medium	16.58***
31363 - Truckdriver, Heavy	22.34
31364 - Truckdriver, Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.63
99030 - Cashier	10.92***
99050 - Desk Clerk	11.11***
99095 - Embalmer	31.59
99130 - Flight Follower	31.59
99251 - Laboratory Animal Caretaker I	18.59
99252 - Laboratory Animal Caretaker II	20.60
99260 - Marketing Analyst	28.73
99310 - Mortician	31.59
99410 - Pest Controller	18.15
99510 - Photofinishing Worker	16.60***
99710 - Recycling Laborer	18.49
99711 - Recycling Specialist	22.73
99730 - Refuse Collector	16.50***
99810 - Sales Clerk	12.98***
99820 - School Crossing Guard	15.86***
99830 - Survey Party Chief	24.21
99831 - Surveying Aide	13.77***
99832 - Surveying Technician	18.07
99840 - Vending Machine Attendant	21.01
99841 - Vending Machine Repairer	26.80
99842 - Vending Machine Repairer Helper	21.01

***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 10 years, and 4 after 20 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))."