

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE

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2. AMENDMENT/MODIFICATION NO.

P00014

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)

GARVIN COUNTY OF  
201 WEST GRANT  
PAULS VALLEY OK 730753234

(x)

9A. AMENDMENT OF SOLICITATION NO.

9B. DATED (SEE ITEM 11)

x

10A. MODIFICATION OF CONTRACT/ORDER NO.  
DROIGSA-09-0004

10B. DATED (SEE ITEM 13)

12/10/2008

CODE KMMHPKBN4MT5

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).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: IAW DROIGSA-09-0004
	D. OTHER (Specify type of modification and authority)

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: KMMHPKBN4MT5

COR: [REDACTED] (214) 304-[REDACTED]

ACOR - RA/POC: [REDACTED] (214) 424-[REDACTED]

Contracting Officer: [REDACTED] 202-748-[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)

15 [REDACTED]  
15C. DATE SIGNED  
7/15/12

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
DROIGSA-09-0004/P00014

PAGE OF  
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NAME OF OFFEROR OR CONTRACTOR  
GARVIN COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The purpose of this bilateral modification is to address the following:</p> <ol style="list-style-type: none"> <li>1. Extend the end date of the period of performance from July 31, 2024 to September 29, 2024 for continued performance of services in accordance with the Inter-Governmental Service Agreement (IGSA) DROIGSA-09-0004 between the United States Department of Homeland Security (DHS), Immigration and Customs Enforcement (ICE) and the City of Garvin, Oklahoma.</li> <li>2. To incorporate the updated wage determination 2015-5331 Rev. 25 into the IGSA, effective as of August 31, 2024.</li> </ol> <p>Attachment 2: 5.1.1-P00014-Attachment 2, WD 2015-5331 REV25</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p> <p>Period of Performance: 02/01/2024 to 09/29/2024 ---</p> <p>All other terms and conditions remain the same.</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		Wage Determination No.: 2015-5331 Revision No.: 25 Date Of Last Revision: 05/01/2024

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](http://www.dol.gov/whd/govcontracts).

State: Oklahoma

Area: Oklahoma Counties of Atoka, Bryan, Carter, Coal, Garvin, Hughes, Johnston, Love, Marshall, Murray, Pontotoc, Pottawatomie, Seminole

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.59
01012 - Accounting Clerk II		19.76
01013 - Accounting Clerk III		22.10
01020 - Administrative Assistant		23.10
01035 - Court Reporter		19.15
01041 - Customer Service Representative I		15.41***
01042 - Customer Service Representative II		16.82***
01043 - Customer Service Representative III		18.89
01051 - Data Entry Operator I		16.00***
01052 - Data Entry Operator II		17.46
01060 - Dispatcher, Motor Vehicle		21.55
01070 - Document Preparation Clerk		15.01***
01090 - Duplicating Machine Operator		15.01***
01111 - General Clerk I		16.05***
01112 - General Clerk II		17.51

01113 - General Clerk III	19.80
01120 - Housing Referral Assistant	21.01
01141 - Messenger Courier	16.42***
01191 - Order Clerk I	16.32***
01192 - Order Clerk II	17.81
01261 - Personnel Assistant (Employment) I	18.34
01262 - Personnel Assistant (Employment) II	20.51
01263 - Personnel Assistant (Employment) III	22.88
01270 - Production Control Clerk	21.83
01290 - Rental Clerk	15.95***
01300 - Scheduler, Maintenance	16.84***
01311 - Secretary I	16.84***
01312 - Secretary II	18.84
01313 - Secretary III	21.01
01320 - Service Order Dispatcher	19.26
01410 - Supply Technician	23.10
01420 - Survey Worker	18.08
01460 - Switchboard Operator/Receptionist	14.50***
01531 - Travel Clerk I	15.01***
01532 - Travel Clerk II	16.21***
01533 - Travel Clerk III	18.16
01611 - Word Processor I	15.01***
01612 - Word Processor II	16.84***
01613 - Word Processor III	18.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.04
05010 - Automotive Electrician	19.61
05040 - Automotive Glass Installer	18.49
05070 - Automotive Worker	18.03
05110 - Mobile Equipment Servicer	15.99***
05130 - Motor Equipment Metal Mechanic	20.19
05160 - Motor Equipment Metal Worker	18.03
05190 - Motor Vehicle Mechanic	20.19
05220 - Motor Vehicle Mechanic Helper	15.18***
05250 - Motor Vehicle Upholstery Worker	17.02***
05280 - Motor Vehicle Wrecker	18.03
05310 - Painter, Automotive	19.12
05340 - Radiator Repair Specialist	18.03
05370 - Tire Repairer	15.31***
05400 - Transmission Repair Specialist	20.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.25***
07041 - Cook I	11.62***
07042 - Cook II	13.19***
07070 - Dishwasher	10.70***
07130 - Food Service Worker	12.50***
07210 - Meat Cutter	13.56***
07260 - Waiter/Waitress	8.88***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.16
09040 - Furniture Handler	12.15***
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.04***
09110 - Furniture Repairer, Minor	16.15***
09130 - Upholsterer	18.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.41***
11060 - Elevator Operator	13.64***
11090 - Gardener	17.91
11122 - Housekeeping Aide	13.64***
11150 - Janitor	13.64***
11210 - Laborer, Grounds Maintenance	14.42***
11240 - Maid or Houseman	11.77***
11260 - Pruner	13.33***
11270 - Tractor Operator	16.67***

11330 - Trail Maintenance Worker	14.42***
11360 - Window Cleaner	14.75***
12000 - Health Occupations	
12010 - Ambulance Driver	15.90***
12011 - Breath Alcohol Technician	21.51
12012 - Certified Occupational Therapist Assistant	33.80
12015 - Certified Physical Therapist Assistant	33.99
12020 - Dental Assistant	18.26
12025 - Dental Hygienist	43.94
12030 - EKG Technician	32.61
12035 - Electroneurodiagnostic Technologist	32.61
12040 - Emergency Medical Technician	15.90***
12071 - Licensed Practical Nurse I	19.23
12072 - Licensed Practical Nurse II	21.51
12073 - Licensed Practical Nurse III	23.99
12100 - Medical Assistant	16.74***
12130 - Medical Laboratory Technician	25.29
12160 - Medical Record Clerk	17.81
12190 - Medical Record Technician	19.92
12195 - Medical Transcriptionist	17.23
12210 - Nuclear Medicine Technologist	47.28
12221 - Nursing Assistant I	14.45***
12222 - Nursing Assistant II	16.26***
12223 - Nursing Assistant III	17.74
12224 - Nursing Assistant IV	19.91
12235 - Optical Dispenser	14.65***
12236 - Optical Technician	19.23
12250 - Pharmacy Technician	16.80***
12280 - Phlebotomist	15.93***
12305 - Radiologic Technologist	30.22
12311 - Registered Nurse I	28.82
12312 - Registered Nurse II	34.90
12313 - Registered Nurse II, Specialist	34.90
12314 - Registered Nurse III	42.23
12315 - Registered Nurse III, Anesthetist	42.23
12316 - Registered Nurse IV	50.62
12317 - Scheduler (Drug and Alcohol Testing)	26.65
12320 - Substance Abuse Treatment Counselor	25.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	22.34
13013 - Exhibits Specialist III	27.33
13041 - Illustrator I	20.86
13042 - Illustrator II	25.12
13043 - Illustrator III	30.74
13047 - Librarian	24.74
13050 - Library Aide/Clerk	13.61***
13054 - Library Information Technology Systems Administrator	22.34
13058 - Library Technician	13.84***
13061 - Media Specialist I	16.12***
13062 - Media Specialist II	18.03
13063 - Media Specialist III	20.11
13071 - Photographer I	15.66***
13072 - Photographer II	17.51
13073 - Photographer III	21.70
13074 - Photographer IV	26.54
13075 - Photographer V	32.11
13090 - Technical Order Library Clerk	17.10***
13110 - Video Teleconference Technician	16.12***
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.46
14042 - Computer Operator II	20.65
14043 - Computer Operator III	23.03
14044 - Computer Operator IV	25.59

14045 - Computer Operator V		28.34
14071 - Computer Programmer I	(see 1)	24.07
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		18.46
14160 - Personal Computer Support Technician		25.59
14170 - System Support Specialist		28.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.91
15020 - Aircrew Training Devices Instructor (Rated)		39.82
15030 - Air Crew Training Devices Instructor (Pilot)		47.09
15050 - Computer Based Training Specialist / Instructor		32.91
15060 - Educational Technologist		30.23
15070 - Flight Instructor (Pilot)		47.09
15080 - Graphic Artist		22.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.09
15086 - Maintenance Test Pilot, Rotary Wing		47.09
15088 - Non-Maintenance Test/Co-Pilot		47.09
15090 - Technical Instructor		21.68
15095 - Technical Instructor/Course Developer		26.51
15110 - Test Proctor		17.49
15120 - Tutor		17.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.46***
16030 - Counter Attendant		10.46***
16040 - Dry Cleaner		13.33***
16070 - Finisher, Flatwork, Machine		10.46***
16090 - Presser, Hand		10.46***
16110 - Presser, Machine, Drycleaning		10.46***
16130 - Presser, Machine, Shirts		10.46***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.46***
16190 - Sewing Machine Operator		14.30***
16220 - Tailor		15.26***
16250 - Washer, Machine		11.45***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.15
19040 - Tool And Die Maker		30.48
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.31
21030 - Material Coordinator		22.82
21040 - Material Expediter		22.82
21050 - Material Handling Laborer		16.29***
21071 - Order Filler		15.81***
21080 - Production Line Worker (Food Processing)		21.31
21110 - Shipping Packer		18.46
21130 - Shipping/Receiving Clerk		18.46
21140 - Store Worker I		16.33***
21150 - Stock Clerk		20.72
21210 - Tools And Parts Attendant		21.31
21410 - Warehouse Specialist		21.31
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.98
23019 - Aircraft Logs and Records Technician		22.46
23021 - Aircraft Mechanic I		26.65
23022 - Aircraft Mechanic II		27.98
23023 - Aircraft Mechanic III		29.35
23040 - Aircraft Mechanic Helper		19.55
23050 - Aircraft, Painter		25.25
23060 - Aircraft Servicer		22.46
23070 - Aircraft Survival Flight Equipment Technician		25.25
23080 - Aircraft Worker		23.82

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.65
23110 - Appliance Mechanic	25.15
23120 - Bicycle Repairer	20.90
23125 - Cable Splicer	33.39
23130 - Carpenter, Maintenance	21.80
23140 - Carpet Layer	23.72
23160 - Electrician, Maintenance	27.37
23181 - Electronics Technician Maintenance I	28.37
23182 - Electronics Technician Maintenance II	30.08
23183 - Electronics Technician Maintenance III	31.75
23260 - Fabric Worker	22.37
23290 - Fire Alarm System Mechanic	25.00
23310 - Fire Extinguisher Repairer	20.90
23311 - Fuel Distribution System Mechanic	37.80
23312 - Fuel Distribution System Operator	29.75
23370 - General Maintenance Worker	17.27
23380 - Ground Support Equipment Mechanic	26.65
23381 - Ground Support Equipment Servicer	22.46
23382 - Ground Support Equipment Worker	23.82
23391 - Gunsmith I	20.90
23392 - Gunsmith II	23.72
23393 - Gunsmith III	26.55
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.57
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.69
23430 - Heavy Equipment Mechanic	27.57
23440 - Heavy Equipment Operator	21.41
23460 - Instrument Mechanic	26.55
23465 - Laboratory/Shelter Mechanic	25.15
23470 - Laborer	16.29***
23510 - Locksmith	25.15
23530 - Machinery Maintenance Mechanic	29.55
23550 - Machinist, Maintenance	22.48
23580 - Maintenance Trades Helper	16.81***
23591 - Metrology Technician I	26.55
23592 - Metrology Technician II	27.87
23593 - Metrology Technician III	29.23
23640 - Millwright	28.23
23710 - Office Appliance Repairer	21.00
23760 - Painter, Maintenance	19.61
23790 - Pipefitter, Maintenance	25.92
23810 - Plumber, Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	26.55
23850 - Rigger	27.22
23870 - Scale Mechanic	23.72
23890 - Sheet-Metal Worker, Maintenance	24.32
23910 - Small Engine Mechanic	20.61
23931 - Telecommunications Mechanic I	23.42
23932 - Telecommunications Mechanic II	24.59
23950 - Telephone Lineman	29.21
23960 - Welder, Combination, Maintenance	20.17
23965 - Well Driller	26.55
23970 - Woodcraft Worker	26.55
23980 - Woodworker	20.90
24000 - Personal Needs Occupations	
24550 - Case Manager	16.91***
24570 - Child Care Attendant	11.98***
24580 - Child Care Center Clerk	14.94***
24610 - Chore Aide	11.30***
24620 - Family Readiness And Support Services Coordinator	16.91***

24630 - Homemaker	17.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.58
25040 - Sewage Plant Operator	18.12
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	18.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.37***
27007 - Baggage Inspector	16.14***
27008 - Corrections Officer	19.88
27010 - Court Security Officer	21.12
27030 - Detection Dog Handler	18.06
27040 - Detention Officer	19.88
27070 - Firefighter	24.14
27101 - Guard I	16.14***
27102 - Guard II	18.06
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.27***
28042 - Carnival Equipment Repairer	16.40***
28043 - Carnival Worker	12.21***
28210 - Gate Attendant/Gate Tender	14.45***
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	16.45***
28510 - Recreation Aide/Health Facility Attendant	11.80***
28515 - Recreation Specialist	19.72
28630 - Sports Official	12.88***
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.26
29020 - Hatch Tender	28.26
29030 - Line Handler	28.26
29041 - Stevedore I	26.66
29042 - Stevedore II	29.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	49.12
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	33.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.30
30021 - Archeological Technician I	20.17
30022 - Archeological Technician II	22.56
30023 - Archeological Technician III	27.96
30030 - Cartographic Technician	27.96
30040 - Civil Engineering Technician	27.70
30051 - Cryogenic Technician I	30.97
30052 - Cryogenic Technician II	34.20
30061 - Drafter/CAD Operator I	20.17
30062 - Drafter/CAD Operator II	22.56
30063 - Drafter/CAD Operator III	25.16
30064 - Drafter/CAD Operator IV	30.97
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.43
30083 - Engineering Technician III	25.08
30084 - Engineering Technician IV	31.08
30085 - Engineering Technician V	38.02
30086 - Engineering Technician VI	45.99
30090 - Environmental Technician	27.96
30095 - Evidence Control Specialist	27.96
30210 - Laboratory Technician	30.33
30221 - Latent Fingerprint Technician I	30.97
30222 - Latent Fingerprint Technician II	34.20
30240 - Mathematical Technician	27.96
30361 - Paralegal/Legal Assistant I	21.45
30362 - Paralegal/Legal Assistant II	26.58

30363 - Paralegal/Legal Assistant III	32.51
30364 - Paralegal/Legal Assistant IV	39.33
30375 - Petroleum Supply Specialist	34.20
30390 - Photo-Optics Technician	27.96
30395 - Radiation Control Technician	34.20
30461 - Technical Writer I	28.81
30462 - Technical Writer II	35.24
30463 - Technical Writer III	42.63
30491 - Unexploded Ordnance (UXO) Technician I	31.21
30492 - Unexploded Ordnance (UXO) Technician II	37.77
30493 - Unexploded Ordnance (UXO) Technician III	45.27
30494 - Unexploded (UXO) Safety Escort	31.21
30495 - Unexploded (UXO) Sweep Personnel	31.21
30501 - Weather Forecaster I	30.97
30502 - Weather Forecaster II	37.66
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.16
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.96
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.77
31020 - Bus Aide	14.11***
31030 - Bus Driver	18.77
31043 - Driver Courier	16.32***
31260 - Parking and Lot Attendant	12.68***
31290 - Shuttle Bus Driver	16.71***
31310 - Taxi Driver	10.60***
31361 - Truckdriver, Light	17.54
31362 - Truckdriver, Medium	18.77
31363 - Truckdriver, Heavy	23.54
31364 - Truckdriver, Tractor-Trailer	23.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.41
99030 - Cashier	11.73***
99050 - Desk Clerk	11.89***
99095 - Embalmer	28.01
99130 - Flight Follower	31.21
99251 - Laboratory Animal Caretaker I	14.02***
99252 - Laboratory Animal Caretaker II	15.07***
99260 - Marketing Analyst	24.94
99310 - Mortician	28.01
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	16.40***
99710 - Recycling Laborer	18.47
99711 - Recycling Specialist	21.36
99730 - Refuse Collector	17.08***
99810 - Sales Clerk	13.53***
99820 - School Crossing Guard	17.53
99830 - Survey Party Chief	26.08
99831 - Surveying Aide	14.66***
99832 - Surveying Technician	23.09
99840 - Vending Machine Attendant	14.04***
99841 - Vending Machine Repairer	17.08***
99842 - Vending Machine Repairer Helper	14.04***

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The

minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$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 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))."