

2. AMENDMENT/MODIFICATION NO. P00025	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) BAKER COUNTY OF 1 SHERIFFS OFFICE DR MACCLENNY FL 320638833	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. DROIGSA-09-0038
		10B. DATED (SEE ITEM 13) 07/28/2009

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 IGSA DROIGSA-09-0038

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: UE5AM28JGMB6
 Contracting Officer's Representative: [REDACTED]
 Contracting Officer: [REDACTED]
 Contract Specialist: [REDACTED]
 County POC: [REDACTED]

The purpose of this modification is to incorporate the most recent Department of Labor Wage Determination and 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	[REDACTED]
(Signature of person authorized to sign)	[REDACTED]
15C. DATE SIGNED	[REDACTED]

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DROIGSA-09-0038/P00025

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NAME OF OFFEROR OR CONTRACTOR
BAKER COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>In accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination No. 2015-4539 Revision 24, is hereby attached and incorporated with an effective date of 11/1/2024.</p> <p>The following payroll data must be submitted to support any request for a price adjustment:</p> <ul style="list-style-type: none"> A. Employee Name and WD Job Classification Title/Number B. Actual hours paid and/or worked C. Actual hourly wage and wage rates used in previous performance period D. Actual H&W wages and rates used in previous performance period E. How was H&W paid? (i.e., cash to employees or paid to third party) F. Applicable workers compensation rate (if H&W was paid in cash to employee) G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax Allowance (SUTA)) <p>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.</p> <p>4. All other terms and conditions remain unchanged.</p> <p>Period of Performance: 08/03/2009 to 05/31/2026 For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
Wage Determination No.: 2015-4539 Revision No.: 24 Date Of Last Revision: 07/22/2024	

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: Florida

Area: Florida Counties of Baker, Clay, Duval, Nassau, Saint Johns

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.57
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		29.66
01035 - Court Reporter		18.35
01041 - Customer Service Representative I		15.34***
01042 - Customer Service Representative II		16.74***
01043 - Customer Service Representative III		18.78
01051 - Data Entry Operator I		16.21***
01052 - Data Entry Operator II		17.69
01060 - Dispatcher, Motor Vehicle		21.65
01070 - Document Preparation Clerk		17.34
01090 - Duplicating Machine Operator		17.34
01111 - General Clerk I		15.26***
01112 - General Clerk II		16.65***
01113 - General Clerk III		18.69

01120 - Housing Referral Assistant	24.06
01141 - Messenger Courier	16.21***
01191 - Order Clerk I	16.02***
01192 - Order Clerk II	17.48
01261 - Personnel Assistant (Employment) I	19.65
01262 - Personnel Assistant (Employment) II	21.98
01263 - Personnel Assistant (Employment) III	24.51
01270 - Production Control Clerk	23.58
01290 - Rental Clerk	16.78***
01300 - Scheduler, Maintenance	19.28
01311 - Secretary I	19.28
01312 - Secretary II	21.57
01313 - Secretary III	24.06
01320 - Service Order Dispatcher	19.36
01410 - Supply Technician	29.66
01420 - Survey Worker	18.77
01460 - Switchboard Operator/Receptionist	16.37***
01531 - Travel Clerk I	18.04
01532 - Travel Clerk II	20.24
01533 - Travel Clerk III	22.07
01611 - Word Processor I	16.70***
01612 - Word Processor II	18.76
01613 - Word Processor III	20.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.72
05010 - Automotive Electrician	19.68
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	15.84***
05130 - Motor Equipment Metal Mechanic	20.98
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	20.98
05220 - Motor Vehicle Mechanic Helper	14.59***
05250 - Motor Vehicle Upholstery Worker	17.12***
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter, Automotive	19.68
05340 - Radiator Repair Specialist	18.38
05370 - Tire Repairer	16.33***
05400 - Transmission Repair Specialist	20.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.73***
07041 - Cook I	17.02***
07042 - Cook II	19.75
07070 - Dishwasher	13.53***
07130 - Food Service Worker	15.64***
07210 - Meat Cutter	18.29
07260 - Waiter/Waitress	13.18***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.51
09040 - Furniture Handler	13.14***
09080 - Furniture Refinisher	21.54
09090 - Furniture Refinisher Helper	15.97***
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.19***
11060 - Elevator Operator	14.54***
11090 - Gardener	22.43
11122 - Housekeeping Aide	14.12***
11150 - Janitor	14.12***
11210 - Laborer, Grounds Maintenance	16.96***
11240 - Maid or Houseman	14.23***
11260 - Pruner	15.07***
11270 - Tractor Operator	20.61
11330 - Trail Maintenance Worker	16.96***

11360 - Window Cleaner	15.90***
12000 - Health Occupations	
12010 - Ambulance Driver	16.60***
12011 - Breath Alcohol Technician	23.80
12012 - Certified Occupational Therapist Assistant	33.37
12015 - Certified Physical Therapist Assistant	31.22
12020 - Dental Assistant	22.38
12025 - Dental Hygienist	39.28
12030 - EKG Technician	32.56
12035 - Electroneurodiagnostic Technologist	32.56
12040 - Emergency Medical Technician	16.60***
12071 - Licensed Practical Nurse I	21.29
12072 - Licensed Practical Nurse II	23.80
12073 - Licensed Practical Nurse III	26.53
12100 - Medical Assistant	18.37
12130 - Medical Laboratory Technician	27.72
12160 - Medical Record Clerk	18.04
12190 - Medical Record Technician	20.18
12195 - Medical Transcriptionist	19.44
12210 - Nuclear Medicine Technologist	41.20
12221 - Nursing Assistant I	12.83***
12222 - Nursing Assistant II	14.44***
12223 - Nursing Assistant III	15.75***
12224 - Nursing Assistant IV	17.68
12235 - Optical Dispenser	22.31
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	18.94
12280 - Phlebotomist	17.88
12305 - Radiologic Technologist	30.74
12311 - Registered Nurse I	25.93
12312 - Registered Nurse II	31.72
12313 - Registered Nurse II, Specialist	31.72
12314 - Registered Nurse III	38.37
12315 - Registered Nurse III, Anesthetist	38.37
12316 - Registered Nurse IV	45.99
12317 - Scheduler (Drug and Alcohol Testing)	29.49
12320 - Substance Abuse Treatment Counselor	24.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.09
13012 - Exhibits Specialist II	26.12
13013 - Exhibits Specialist III	31.95
13041 - Illustrator I	21.07
13042 - Illustrator II	26.11
13043 - Illustrator III	31.94
13047 - Librarian	28.93
13050 - Library Aide/Clerk	14.61***
13054 - Library Information Technology Systems Administrator	26.12
13058 - Library Technician	19.57
13061 - Media Specialist I	18.85
13062 - Media Specialist II	21.09
13063 - Media Specialist III	23.51
13071 - Photographer I	17.19***
13072 - Photographer II	19.23
13073 - Photographer III	23.82
13074 - Photographer IV	29.14
13075 - Photographer V	35.26
13090 - Technical Order Library Clerk	18.34
13110 - Video Teleconference Technician	23.03
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.86
14042 - Computer Operator II	23.34
14043 - Computer Operator III	26.02
14044 - Computer Operator IV	28.91
14045 - Computer Operator V	32.02

14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.86
14160 - Personal Computer Support Technician		28.91
14170 - System Support Specialist		32.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.12
15020 - Aircrew Training Devices Instructor (Rated)		40.07
15030 - Air Crew Training Devices Instructor (Pilot)		47.93
15050 - Computer Based Training Specialist / Instructor		31.97
15060 - Educational Technologist		31.65
15070 - Flight Instructor (Pilot)		47.93
15080 - Graphic Artist		25.00
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.37
15086 - Maintenance Test Pilot, Rotary Wing		46.37
15088 - Non-Maintenance Test/Co-Pilot		46.37
15090 - Technical Instructor		26.03
15095 - Technical Instructor/Course Developer		31.84
15110 - Test Proctor		21.01
15120 - Tutor		21.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.13***
16030 - Counter Attendant		13.13***
16040 - Dry Cleaner		15.02***
16070 - Finisher, Flatwork, Machine		13.13***
16090 - Presser, Hand		13.13***
16110 - Presser, Machine, Drycleaning		13.13***
16130 - Presser, Machine, Shirts		13.13***
16160 - Presser, Machine, Wearing Apparel, Laundry		13.13***
16190 - Sewing Machine Operator		15.65***
16220 - Tailor		16.28***
16250 - Washer, Machine		13.76***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.74
19040 - Tool And Die Maker		28.68
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.44
21030 - Material Coordinator		23.58
21040 - Material Expediter		23.58
21050 - Material Handling Laborer		17.29
21071 - Order Filler		17.26
21080 - Production Line Worker (Food Processing)		19.44
21110 - Shipping Packer		18.77
21130 - Shipping/Receiving Clerk		18.77
21140 - Store Worker I		13.15***
21150 - Stock Clerk		18.24
21210 - Tools And Parts Attendant		19.44
21410 - Warehouse Specialist		19.44
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.64
23019 - Aircraft Logs and Records Technician		25.14
23021 - Aircraft Mechanic I		30.80
23022 - Aircraft Mechanic II		32.64
23023 - Aircraft Mechanic III		34.56
23040 - Aircraft Mechanic Helper		21.43
23050 - Aircraft, Painter		28.90
23060 - Aircraft Servicer		25.14
23070 - Aircraft Survival Flight Equipment Technician		28.90
23080 - Aircraft Worker		26.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.98

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	30.80
II		
23110	- Appliance Mechanic	22.81
23120	- Bicycle Repairer	19.90
23125	- Cable Splicer	36.30
23130	- Carpenter, Maintenance	22.64
23140	- Carpet Layer	22.47
23160	- Electrician, Maintenance	24.61
23181	- Electronics Technician Maintenance I	26.97
23182	- Electronics Technician Maintenance II	28.88
23183	- Electronics Technician Maintenance III	30.79
23260	- Fabric Worker	21.51
23290	- Fire Alarm System Mechanic	24.66
23310	- Fire Extinguisher Repairer	19.90
23311	- Fuel Distribution System Mechanic	29.28
23312	- Fuel Distribution System Operator	22.11
23370	- General Maintenance Worker	20.00
23380	- Ground Support Equipment Mechanic	30.80
23381	- Ground Support Equipment Servicer	25.14
23382	- Ground Support Equipment Worker	26.98
23391	- Gunsmith I	19.90
23392	- Gunsmith II	23.08
23393	- Gunsmith III	26.35
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.23
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.62
23430	- Heavy Equipment Mechanic	28.57
23440	- Heavy Equipment Operator	22.10
23460	- Instrument Mechanic	31.48
23465	- Laboratory/Shelter Mechanic	24.72
23470	- Laborer	17.29
23510	- Locksmith	20.00
23530	- Machinery Maintenance Mechanic	29.19
23550	- Machinist, Maintenance	23.76
23580	- Maintenance Trades Helper	17.92
23591	- Metrology Technician I	31.48
23592	- Metrology Technician II	33.36
23593	- Metrology Technician III	35.32
23640	- Millwright	30.58
23710	- Office Appliance Repairer	21.11
23760	- Painter, Maintenance	19.98
23790	- Pipefitter, Maintenance	25.69
23810	- Plumber, Maintenance	24.10
23820	- Pneudraulic Systems Mechanic	26.35
23850	- Rigger	26.81
23870	- Scale Mechanic	23.08
23890	- Sheet-Metal Worker, Maintenance	23.88
23910	- Small Engine Mechanic	19.16
23931	- Telecommunications Mechanic I	31.23
23932	- Telecommunications Mechanic II	33.10
23950	- Telephone Lineman	24.08
23960	- Welder, Combination, Maintenance	22.95
23965	- Well Driller	22.30
23970	- Woodcraft Worker	26.35
23980	- Woodworker	19.90
24000	- Personal Needs Occupations	
24550	- Case Manager	18.37
24570	- Child Care Attendant	14.03***
24580	- Child Care Center Clerk	17.50
24610	- Chore Aide	14.19***
24620	- Family Readiness And Support Services Coordinator	18.37
24630	- Homemaker	19.49

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.32
25040 - Sewage Plant Operator	30.33
25070 - Stationary Engineer	32.32
25190 - Ventilation Equipment Tender	22.43
25210 - Water Treatment Plant Operator	30.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.66
27007 - Baggage Inspector	15.24***
27008 - Corrections Officer	24.76
27010 - Court Security Officer	25.21
27030 - Detection Dog Handler	17.05***
27040 - Detention Officer	24.76
27070 - Firefighter	25.54
27101 - Guard I	15.24***
27102 - Guard II	17.05***
27131 - Police Officer I	26.97
27132 - Police Officer II	29.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.63
28042 - Carnival Equipment Repairer	19.18
28043 - Carnival Worker	12.89***
28210 - Gate Attendant/Gate Tender	18.37
28310 - Lifeguard	14.60***
28350 - Park Attendant (Aide)	20.54
28510 - Recreation Aide/Health Facility Attendant	15.00***
28515 - Recreation Specialist	25.46
28630 - Sports Official	16.37***
28690 - Swimming Pool Operator	22.25
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.70
29020 - Hatch Tender	30.70
29030 - Line Handler	30.70
29041 - Stevedore I	28.60
29042 - Stevedore II	32.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
30021 - Archeological Technician I	18.20
30022 - Archeological Technician II	20.35
30023 - Archeological Technician III	25.22
30030 - Cartographic Technician	25.22
30040 - Civil Engineering Technician	27.76
30051 - Cryogenic Technician I	27.93
30052 - Cryogenic Technician II	30.85
30061 - Drafter/CAD Operator I	18.20
30062 - Drafter/CAD Operator II	20.35
30063 - Drafter/CAD Operator III	22.70
30064 - Drafter/CAD Operator IV	27.93
30081 - Engineering Technician I	16.92***
30082 - Engineering Technician II	19.00
30083 - Engineering Technician III	21.25
30084 - Engineering Technician IV	26.33
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.97
30090 - Environmental Technician	23.33
30095 - Evidence Control Specialist	25.22
30210 - Laboratory Technician	27.09
30221 - Latent Fingerprint Technician I	25.22
30222 - Latent Fingerprint Technician II	27.86
30240 - Mathematical Technician	26.84
30361 - Paralegal/Legal Assistant I	22.22
30362 - Paralegal/Legal Assistant II	27.53
30363 - Paralegal/Legal Assistant III	33.68

30364 - Paralegal/Legal Assistant IV	40.74
30375 - Petroleum Supply Specialist	30.85
30390 - Photo-Optics Technician	25.22
30395 - Radiation Control Technician	30.85
30461 - Technical Writer I	25.75
30462 - Technical Writer II	31.50
30463 - Technical Writer III	38.11
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	27.93
30502 - Weather Forecaster II	33.98
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.70
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	13.82***
31030 - Bus Driver	19.10
31043 - Driver Courier	16.86***
31260 - Parking and Lot Attendant	13.43***
31290 - Shuttle Bus Driver	16.85***
31310 - Taxi Driver	13.70***
31361 - Truckdriver, Light	18.30
31362 - Truckdriver, Medium	19.78
31363 - Truckdriver, Heavy	24.26
31364 - Truckdriver, Tractor-Trailer	24.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	13.32***
99050 - Desk Clerk	14.37***
99095 - Embalmer	27.83
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	16.59***
99252 - Laboratory Animal Caretaker II	18.02
99260 - Marketing Analyst	32.06
99310 - Mortician	27.83
99410 - Pest Controller	19.61
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	24.05
99711 - Recycling Specialist	29.23
99730 - Refuse Collector	21.36
99810 - Sales Clerk	14.58***
99820 - School Crossing Guard	14.66***
99830 - Survey Party Chief	28.41
99831 - Surveying Aide	16.09***
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	15.47***
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	15.47***

***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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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))."