

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1 4
2. AMENDMENT/MODIFICATION NO. P00022	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) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024		CODE ICE/DCR
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) COUNTY OF CIBOLA ATTN COUNTY OF CIBOLA 515 W HIGH ST GRANTS NM 870202526		(X) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE VLKVAHDJ4MW8	FACILITY CODE	(X) 10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-17-0003	10B. DATED (SEE ITEM 13) 10/28/2016

**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 EROIGSA-17-0003

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: VLKVAHDJ4MW8

COR: [REDACTED]  
 Program Office POC: [REDACTED]  
 Contracting Officer: [REDACTED]  
 Contract Specialist: [REDACTED]  
 Warden: Mark Foreman [REDACTED]  
 County POC: [REDACTED]

The purpose of this modification is to:

1. Incorporate an updated U.S. Department of Labor (DOL) area-wide wage determination (WD)
- Continued ...

Exemptions provided herein, all terms and conditions of the document referenced in Item 9 A or 10 A, as heretofore changed, remains unchanged and in full force and effect.

[REDACTED] County Manager  
 15C. DATE SIGNED  
 6/17/24

**CONTINUATION SHEET**

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NAME OF OFFEROR OR CONTRACTOR  
COUNTY OF CIBOLA

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>in accordance with the Service Contract Labor Standards, into this IGSA. Previously in P00021, the WD that was incorporated was for Bexar County. This WD has been updated to Cibola County. Please see Attachment A, DOL Wage Determination 2023-0280, Revision 3, dated February 20, 2024. The effective date of incorporation of this WD into this IGSA is 10/01/2023.</p> <p>2. Incorporate conformances for Assistant Shift Supervisor, Classification Coordinator, Safety Manager, Case Manager, Senior Detention Officer, Detention Counselor, Laundry Supervisor and Security Threat Group (STG) Officer. See Attachment B, a letter from the DOL approving the conformance rates.</p> <p>3. Approve a Request for Equitable Adjustment submitted by CoreCivic on February 13, 2024, concerning a WD rate increase and the Executive Order (EO) 14026 minimum wage increase from [REDACTED]. As a result of these REAs, the Bed Day Rate (BDR) has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED]</p> <p>4. The new rate for the REA concerning the WD rate increase is retroactively incorporated beginning November 1, 2023. The new rate for the REA concerning the EO 14026 adjustment is retroactively incorporated beginning January 1, 2024. For billing purposes, the new BDR rate of [REDACTED] shall take effective May 1, 2024.</p> <p>5. Approve new rates for stationary and escort guard services and transportation guards based upon the new wage determinations as described below. These rates are effective November 1, 2023 and applies to CLINs 0006, 0006A, 0007 and 0007A. Regular Rate: [REDACTED] Overtime Rate: [REDACTED]</p> <p>6. A one-time retroactive payment in the amount of [REDACTED] is approved on the applicable task order to satisfy the WD rate increase between November 1, 2023 - April 30, 2024, the EO 14026 increase between January 1, 2024 - April 30, 2024 and the stationary/escort and transportation Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR  
COUNTY OF CIBOLA

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	<p>guard services rate increase. However, CoreCivic overbilled ICE from October 2023 - April 2024, resulting in an overbilled amount of [REDACTED]. The one-time retroactive payment is subtracted from the overbilled amount, [REDACTED]. Therefore, the one-time credit amount has been adjusted to [REDACTED] and shall be applied to the May 2024 invoice. Period of Performance: 10/28/2016 to 10/27/2026</p> <p>Change Item 0001 to read as follows (amount shown is the obligated amount):</p> <p>Detention Services [REDACTED] detainees Bed Day Rate: [REDACTED]</p> <p>Effective 11/01/2022: [REDACTED] Effective 01/01/2023: [REDACTED] Effective 01/15/2024: [REDACTED] Effective 05/01/2024: [REDACTED]</p> <p>There is no guaranteed minimum under this CLIN. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 0006 to read as follows (amount shown is the obligated amount):</p>				
0006	<p>Transportation Guard</p> <p>Effective 03/01/2022: [REDACTED] Effective 11/01/2022: [REDACTED] Effective 11/01/2023: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 0006A to read as follows (amount shown is the obligated amount):</p>				
0006A	<p>Transportation Guard Overtime</p> <p>Effective 03/01/2022: [REDACTED] Effective 11/01/2022: [REDACTED] Effective 11/01/2023: [REDACTED] Obligated Amount: \$0.00 Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR  
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0007	Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD  Change Item 0007 to read as follows (amount shown is the obligated amount):  Stationary/Escort Guard Hourly  Effective 03/01/2022: [REDACTED] Effective 11/01/2022: [REDACTED] Effective 11/01/2023: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD				
0007A	Change Item 0007A to read as follows (amount shown is the obligated amount):  Stationary/Escort Guard Overtime Hourly  Effective 03/01/2022: [REDACTED] Effective 11/01/2022: [REDACTED] Effective 11/01/2023: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD				

2. AMENDMENT/MODIFICATION NO. P00023	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) COUNTY OF CIBOLA ATTN COUNTY OF CIBOLA 515 W HIGH ST GRANTS NM 870202526	(x)	9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
		10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-17-0003	10B. DATED (SEE ITEM 13) 10/28/2016
CODE VLKVAHDJ4MW8	FACILITY CODE		

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14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)  
 UEI: VLKVAHDJ4MW8  
 COR: [REDACTED]  
 COR: [REDACTED]  
 Program Office POC: [REDACTED]  
 Contracting Officer: [REDACTED]  
 Contract Specialist: [REDACTED]  
 Warden: Mark Foreman [REDACTED]  
 County POC: [REDACTED]

The purpose of this modification is to:  
  
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  <hr/> <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED

**CONTINUATION SHEET**

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NAME OF OFFEROR OR CONTRACTOR  
COUNTY OF CIBOLA

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1. Add [REDACTED] as an additional COR on the contract.</p> <p>2. Incorporate the most recent U.S. Department of Labor (DOL) area-wide wage determinations (WD) in accordance with the Service Contract Labor Standards, into this IGSA. Please see Attachment A, DOL Wage Determination 2015-5451, Revision 23, dated July 22, 2024. The effective date of incorporation of this WD into this IGSA is 11/01/2024.</p> <p>Period of Performance: 10/28/2016 to 10/27/2026</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.: 2015-5451 Revision No.: 23 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](http://www.dol.gov/whd/govcontracts).

State: New Mexico

Area: New Mexico Counties of Cibola, Colfax, McKinley, Mora, Rio Arriba, San Miguel, Taos

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	16.40***
01012 - Accounting Clerk II	18.41
01013 - Accounting Clerk III	20.59
01020 - Administrative Assistant	32.20
01035 - Court Reporter	20.47
01041 - Customer Service Representative I	14.77***
01042 - Customer Service Representative II	16.12***
01043 - Customer Service Representative III	18.11
01051 - Data Entry Operator I	14.95***
01052 - Data Entry Operator II	16.31***
01060 - Dispatcher, Motor Vehicle	19.29
01070 - Document Preparation Clerk	16.31***
01090 - Duplicating Machine Operator	16.31***
01111 - General Clerk I	14.25***
01112 - General Clerk II	15.55***
01113 - General Clerk III	17.45
01120 - Housing Referral Assistant	22.83
01141 - Messenger Courier	13.28***
01191 - Order Clerk I	14.95***
01192 - Order Clerk II	16.31***
01261 - Personnel Assistant (Employment) I	18.74
01262 - Personnel Assistant (Employment) II	20.97
01263 - Personnel Assistant (Employment) III	23.36
01270 - Production Control Clerk	23.17
01290 - Rental Clerk	15.91***
01300 - Scheduler, Maintenance	18.30
01311 - Secretary I	18.30
01312 - Secretary II	20.47
01313 - Secretary III	22.83
01320 - Service Order Dispatcher	17.25
01410 - Supply Technician	32.20
01420 - Survey Worker	20.47
01460 - Switchboard Operator/Receptionist	15.23***
01531 - Travel Clerk I	14.88***
01532 - Travel Clerk II	15.86***
01533 - Travel Clerk III	17.26
01611 - Word Processor I	16.31***
01612 - Word Processor II	18.30
01613 - Word Processor III	20.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.05
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	15.82***
05070 - Automotive Worker	15.82***
05110 - Mobile Equipment Servicer	13.50***
05130 - Motor Equipment Metal Mechanic	18.06
05160 - Motor Equipment Metal Worker	15.82***
05190 - Motor Vehicle Mechanic	18.12



05220 - Motor Vehicle Mechanic Helper	13.62***
05250 - Motor Vehicle Upholstery Worker	15.82***
05280 - Motor Vehicle Wrecker	15.82***
05310 - Painter, Automotive	17.19***
05340 - Radiator Repair Specialist	15.82***
05370 - Tire Repairer	13.95***
05400 - Transmission Repair Specialist	18.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83***
07041 - Cook I	14.73***
07042 - Cook II	17.56
07070 - Dishwasher	12.94***
07130 - Food Service Worker	12.76***
07210 - Meat Cutter	17.54
07260 - Waiter/Waitress	12.60***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.93
09040 - Furniture Handler	14.87***
09080 - Furniture Refinisher	25.93
09090 - Furniture Refinisher Helper	18.14
09110 - Furniture Repairer, Minor	22.06
09130 - Upholsterer	25.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.13***
11060 - Elevator Operator	14.89***
11090 - Gardener	21.73
11122 - Housekeeping Aide	14.91***
11150 - Janitor	14.91***
11210 - Laborer, Grounds Maintenance	16.07***
11240 - Maid or Houseman	13.63***
11260 - Pruner	15.34***
11270 - Tractor Operator	19.60
11330 - Trail Maintenance Worker	16.07***
11360 - Window Cleaner	15.68***
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	25.15
12012 - Certified Occupational Therapist Assistant	34.51
12015 - Certified Physical Therapist Assistant	30.41
12020 - Dental Assistant	20.12
12025 - Dental Hygienist	44.78
12030 - EKG Technician	38.12
12035 - Electroneurodiagnostic Technologist	38.12
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	22.66
12072 - Licensed Practical Nurse II	25.31
12073 - Licensed Practical Nurse III	28.22
12100 - Medical Assistant	17.86
12130 - Medical Laboratory Technician	26.87

12160 - Medical Record Clerk	19.20
12190 - Medical Record Technician	21.46
12195 - Medical Transcriptionist	22.48
12210 - Nuclear Medicine Technologist	55.28
12221 - Nursing Assistant I	12.89***
12222 - Nursing Assistant II	14.49***
12223 - Nursing Assistant III	15.81***
12224 - Nursing Assistant IV	17.76
12235 - Optical Dispenser	25.15
12236 - Optical Technician	22.48
12250 - Pharmacy Technician	20.66
12280 - Phlebotomist	21.99
12305 - Radiologic Technologist	33.33
12311 - Registered Nurse I	27.99
12312 - Registered Nurse II	34.24
12313 - Registered Nurse II, Specialist	34.24
12314 - Registered Nurse III	41.42
12315 - Registered Nurse III, Anesthetist	41.42
12316 - Registered Nurse IV	49.65
12317 - Scheduler (Drug and Alcohol Testing)	31.16
12320 - Substance Abuse Treatment Counselor	29.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.70
13012 - Exhibits Specialist II	24.40
13013 - Exhibits Specialist III	29.84
13041 - Illustrator I	19.48
13042 - Illustrator II	24.15
13043 - Illustrator III	29.03
13047 - Librarian	27.03
13050 - Library Aide/Clerk	12.65***
13054 - Library Information Technology Systems Administrator	24.40
13058 - Library Technician	16.61***
13061 - Media Specialist I	17.60
13062 - Media Specialist II	19.70
13063 - Media Specialist III	21.96
13071 - Photographer I	17.60
13072 - Photographer II	19.70
13073 - Photographer III	24.40
13074 - Photographer IV	29.40
13075 - Photographer V	35.56
13090 - Technical Order Library Clerk	17.11***
13110 - Video Teleconference Technician	18.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.26
14042 - Computer Operator II	23.78
14043 - Computer Operator III	26.52
14044 - Computer Operator IV	29.47
14045 - Computer Operator V	32.63

14071 - Computer Programmer I	(see 1)	24.65
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		21.26
14160 - Personal Computer Support Technician		29.47
14170 - System Support Specialist		32.63
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.22
15020 - Aircrew Training Devices Instructor (Rated)		42.61
15030 - Air Crew Training Devices Instructor (Pilot)		51.07
15050 - Computer Based Training Specialist / Instructor		35.22
15060 - Educational Technologist		35.26
15070 - Flight Instructor (Pilot)		51.07
15080 - Graphic Artist		27.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.07
15086 - Maintenance Test Pilot, Rotary Wing		51.07
15088 - Non-Maintenance Test/Co-Pilot		51.07
15090 - Technical Instructor		25.20
15095 - Technical Instructor/Course Developer		33.36
15110 - Test Proctor		20.34
15120 - Tutor		20.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.71***
16030 - Counter Attendant		13.71***
16040 - Dry Cleaner		15.68***
16070 - Finisher, Flatwork, Machine		13.71***
16090 - Presser, Hand		13.71***
16110 - Presser, Machine, Drycleaning		13.71***
16130 - Presser, Machine, Shirts		13.71***
16160 - Presser, Machine, Wearing Apparel, Laundry		13.71***
16190 - Sewing Machine Operator		16.34***
16220 - Tailor		17.00***
16250 - Washer, Machine		14.37***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.93
19040 - Tool And Die Maker		33.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.80
21030 - Material Coordinator		25.49
21040 - Material Expediter		25.49
21050 - Material Handling Laborer		15.00***
21071 - Order Filler		15.58***
21080 - Production Line Worker (Food Processing)		20.80
21110 - Shipping Packer		16.60***
21130 - Shipping/Receiving Clerk		16.60***

21140 - Store Worker I	14.63***
21150 - Stock Clerk	17.81
21210 - Tools And Parts Attendant	20.80
21410 - Warehouse Specialist	20.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.66
23019 - Aircraft Logs and Records Technician	22.06
23021 - Aircraft Mechanic I	27.88
23022 - Aircraft Mechanic II	29.66
23023 - Aircraft Mechanic III	31.38
23040 - Aircraft Mechanic Helper	18.14
23050 - Aircraft, Painter	25.93
23060 - Aircraft Servicer	22.06
23070 - Aircraft Survival Flight Equipment Technician	25.93
23080 - Aircraft Worker	24.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.88
23110 - Appliance Mechanic	25.93
23120 - Bicycle Repairer	20.11
23125 - Cable Splicer	38.57
23130 - Carpenter, Maintenance	21.00
23140 - Carpet Layer	24.00
23160 - Electrician, Maintenance	25.23
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	22.06
23290 - Fire Alarm System Mechanic	27.88
23310 - Fire Extinguisher Repairer	20.11
23311 - Fuel Distribution System Mechanic	27.88
23312 - Fuel Distribution System Operator	20.11
23370 - General Maintenance Worker	17.39
23380 - Ground Support Equipment Mechanic	27.88
23381 - Ground Support Equipment Servicer	22.06
23382 - Ground Support Equipment Worker	24.00
23391 - Gunsmith I	20.11
23392 - Gunsmith II	24.00
23393 - Gunsmith III	27.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.14
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.56
23430 - Heavy Equipment Mechanic	29.22
23440 - Heavy Equipment Operator	22.78
23460 - Instrument Mechanic	27.88
23465 - Laboratory/Shelter Mechanic	25.93
23470 - Laborer	15.00***

23510 - Locksmith	25.93
23530 - Machinery Maintenance Mechanic	33.05
23550 - Machinist, Maintenance	31.12
23580 - Maintenance Trades Helper	16.01***
23591 - Metrology Technician I	27.88
23592 - Metrology Technician II	29.66
23593 - Metrology Technician III	31.38
23640 - Millwright	27.88
23710 - Office Appliance Repairer	25.93
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	24.24
23810 - Plumber, Maintenance	22.66
23820 - Pneudraulic Systems Mechanic	27.88
23850 - Rigger	27.88
23870 - Scale Mechanic	24.00
23890 - Sheet-Metal Worker, Maintenance	27.88
23910 - Small Engine Mechanic	24.00
23931 - Telecommunications Mechanic I	34.32
23932 - Telecommunications Mechanic II	36.50
23950 - Telephone Lineman	27.88
23960 - Welder, Combination, Maintenance	26.93
23965 - Well Driller	29.78
23970 - Woodcraft Worker	27.88
23980 - Woodworker	20.11
24000 - Personal Needs Occupations	
24550 - Case Manager	19.76
24570 - Child Care Attendant	12.65***
24580 - Child Care Center Clerk	16.25***
24610 - Chore Aide	12.33***
24620 - Family Readiness And Support Services Coordinator	19.76
24630 - Homemaker	19.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.12
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	26.12
25190 - Ventilation Equipment Tender	17.01***
25210 - Water Treatment Plant Operator	18.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.64
27007 - Baggage Inspector	15.64***
27008 - Corrections Officer	20.00
27010 - Court Security Officer	19.96
27030 - Detection Dog Handler	17.49
27040 - Detention Officer	20.00
27070 - Firefighter	19.91
27101 - Guard I	15.64***
27102 - Guard II	17.49
27131 - Police Officer I	23.53

27132 - Police Officer II	26.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.55
28042 - Carnival Equipment Repairer	19.45
28043 - Carnival Worker	13.33***
28210 - Gate Attendant/Gate Tender	16.03***
28310 - Lifeguard	12.65***
28350 - Park Attendant (Aide)	17.92
28510 - Recreation Aide/Health Facility Attendant	13.08***
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.27***
28690 - Swimming Pool Operator	23.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.00
29020 - Hatch Tender	24.00
29030 - Line Handler	24.00
29041 - Stevedore I	22.06
29042 - Stevedore II	25.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.69
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.50
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.69
30021 - Archeological Technician I	19.13
30022 - Archeological Technician II	21.45
30023 - Archeological Technician III	26.48
30030 - Cartographic Technician	26.59
30040 - Civil Engineering Technician	24.57
30051 - Cryogenic Technician I	28.29
30052 - Cryogenic Technician II	31.24
30061 - Drafter/CAD Operator I	19.13
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.93
30064 - Drafter/CAD Operator IV	29.33
30081 - Engineering Technician I	17.03***
30082 - Engineering Technician II	19.11
30083 - Engineering Technician III	21.37
30084 - Engineering Technician IV	26.48
30085 - Engineering Technician V	32.39
30086 - Engineering Technician VI	39.19
30090 - Environmental Technician	27.10
30095 - Evidence Control Specialist	25.54
30210 - Laboratory Technician	24.87
30221 - Latent Fingerprint Technician I	28.29
30222 - Latent Fingerprint Technician II	31.24
30240 - Mathematical Technician	26.59
30361 - Paralegal/Legal Assistant I	22.92
30362 - Paralegal/Legal Assistant II	28.40
30363 - Paralegal/Legal Assistant III	34.74
30364 - Paralegal/Legal Assistant IV	42.03

30375 - Petroleum Supply Specialist	31.24
30390 - Photo-Optics Technician	26.59
30395 - Radiation Control Technician	31.24
30461 - Technical Writer I	27.29
30462 - Technical Writer II	33.38
30463 - Technical Writer III	40.38
30491 - Unexploded Ordnance (UXO) Technician I	29.04
30492 - Unexploded Ordnance (UXO) Technician II	35.13
30493 - Unexploded Ordnance (UXO) Technician III	42.11
30494 - Unexploded (UXO) Safety Escort	29.04
30495 - Unexploded (UXO) Sweep Personnel	29.04
30501 - Weather Forecaster I	29.33
30502 - Weather Forecaster II	35.67
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.93
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.59
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.13
31020 - Bus Aide	13.09***
31030 - Bus Driver	19.42
31043 - Driver Courier	17.75
31260 - Parking and Lot Attendant	13.21***
31290 - Shuttle Bus Driver	13.56***
31310 - Taxi Driver	11.43***
31361 - Truckdriver, Light	18.05
31362 - Truckdriver, Medium	22.18
31363 - Truckdriver, Heavy	22.15
31364 - Truckdriver, Tractor-Trailer	22.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.13***
99030 - Cashier	13.33***
99050 - Desk Clerk	13.31***
99095 - Embalmer	29.04
99130 - Flight Follower	29.04
99251 - Laboratory Animal Caretaker I	19.66
99252 - Laboratory Animal Caretaker II	21.80
99260 - Marketing Analyst	24.13
99310 - Mortician	29.04
99410 - Pest Controller	23.91
99510 - Photofinishing Worker	15.26***
99710 - Recycling Laborer	20.41
99711 - Recycling Specialist	25.04
99730 - Refuse Collector	17.82
99810 - Sales Clerk	14.32***
99820 - School Crossing Guard	15.39***
99830 - Survey Party Chief	26.19
99831 - Surveying Aide	23.83
99832 - Surveying Technician	24.03
99840 - Vending Machine Attendant	17.16***

99841 - Vending Machine Repairer

21.62

99842 - Vending Machine Repairer Helper

16.36\*\*\*

\*\*\*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: \$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 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))."