

2. AMENDMENT/MODIFICATION NO. P00010	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)  STRAFFORD COUNTY OF ATTN [REDACTED] 259 COUNTY FARM ROAD SUITE 204 DOVER NH 038206016	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-12-0004
		10B. DATED (SEE ITEM 13) 02/02/2012
CODE YH2ABMMH7M4	FACILITY CODE	

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended,  is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)  
See Schedule

**13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Administrative Modification

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: YH2ABMMH7M4  
Contracting POC:  
--COR: [REDACTED], 617-869-[REDACTED]  
--CO: [REDACTED] 202-923-[REDACTED]  
--CS: [REDACTED]

The purpose of this administrative modification is to establish and implement overtime on-call guard rates as follows:

- For on-call guards that go over 8 hours in a day, 40 straight hours in a week, or called out between Monday 0001 until Friday 2359 hours - [REDACTED].
- Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
15B. CONTRACTOR/OFFEROR	16C. DATE SIGNED
15C. DATE SIGNED	16B. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
EROIGSA-12-0004/P00010

PAGE OF  
2 2

NAME OF OFFEROR OR CONTRACTOR  
STRAFFORD COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>2. For on-call guards that get called out between Sat at 0001 hours until Sunday at 2359 hours - [REDACTED].</p> <p>In addition, the COR has been changed from [REDACTED].</p> <p>All other terms and conditions of this IGSA remain unchanged. Period of Performance: 02/01/2012 to 01/31/2027</p>				

2. AMENDMENT/MODIFICATION NO. P00011	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) STRAFFORD COUNTY OF ATTN [REDACTED] 259 COUNTY FARM ROAD SUITE 204 DOVER NH 038206016	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-12-0004
		10B. DATED (SEE ITEM 13) 02/02/2012
CODE YH2ABMMH7M4	FACILITY CODE	

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12. ACCOUNTING AND APPROPRIATION DATA (If required)  
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UEI: YH2ABMMH7M4  
Contracting POC:  
--COR: [REDACTED] 617-869-[REDACTED]  
--CO: [REDACTED] 202-923-[REDACTED]  
--CS: [REDACTED]

The purpose of this administrative modification is to incorporate the updated Wage Determination No: 2015-4017 Revision No: 30 Dated:12/23/2024. The Wage Determination is effective as of 02/01/2025.

All other terms and conditions of this IGSA remain unchanged.  
Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16C. DATE SIGNED
(Signature of person authorized to sign)		

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
EROIGSA-12-0004/P00011

PAGE OF  
2 2

NAME OF OFFEROR OR CONTRACTOR  
STRAFFORD COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Period of Performance: 02/01/2012 to 01/31/2027				

<p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
<p>Daniel W. Simms Director</p>	<p>Division of Wage Determinations</p>
<p>Wage Determination No.: 2015-4017 Revision No.: 30 Date Of Last Revision: 12/23/2024</p>	

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.

<p>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:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.</p>
<p>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:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.</p>

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 Hampshire

This wage determination is applicable to the following cities and towns in STRAFFORD COUNTY: Barrington, Dover, Durham, Farmington, Lee, Madbury, Middleton, Milton, New Durham, Rochester, Rollinsford, Somersworth, Strafford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.09
01012 - Accounting Clerk II		20.30
01013 - Accounting Clerk III		22.71
01020 - Administrative Assistant		30.53
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		17.01***
01042 - Customer Service Representative II		18.56
01043 - Customer Service Representative III		20.83
01051 - Data Entry Operator I		16.83***
01052 - Data Entry Operator II		18.36
01060 - Dispatcher, Motor Vehicle		20.78
01070 - Document Preparation Clerk		18.04
01090 - Duplicating Machine Operator		18.04
01111 - General Clerk I		17.62***

01112 - General Clerk II	19.23
01113 - General Clerk III	21.58
01120 - Housing Referral Assistant	25.27
01141 - Messenger Courier	14.71***
01191 - Order Clerk I	19.61
01192 - Order Clerk II	21.40
01261 - Personnel Assistant (Employment) I	20.38
01262 - Personnel Assistant (Employment) II	22.80
01263 - Personnel Assistant (Employment) III	25.42
01270 - Production Control Clerk	26.44
01290 - Rental Clerk	19.17
01300 - Scheduler, Maintenance	20.25
01311 - Secretary I	20.25
01312 - Secretary II	22.66
01313 - Secretary III	25.27
01320 - Service Order Dispatcher	18.58
01410 - Supply Technician	30.53
01420 - Survey Worker	22.29
01460 - Switchboard Operator/Receptionist	17.90
01531 - Travel Clerk I	17.66***
01532 - Travel Clerk II	18.39
01533 - Travel Clerk III	20.23
01611 - Word Processor I	18.04
01612 - Word Processor II	20.25
01613 - Word Processor III	22.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.81
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	20.81
05070 - Automotive Worker	20.81
05110 - Mobile Equipment Servicer	18.59
05130 - Motor Equipment Metal Mechanic	23.12
05160 - Motor Equipment Metal Worker	20.81
05190 - Motor Vehicle Mechanic	23.12
05220 - Motor Vehicle Mechanic Helper	17.48***
05250 - Motor Vehicle Upholstery Worker	19.70
05280 - Motor Vehicle Wrecker	20.81
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	20.81
05370 - Tire Repairer	17.58***
05400 - Transmission Repair Specialist	23.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.90***
07041 - Cook I	18.96
07042 - Cook II	21.23
07070 - Dishwasher	14.03***
07130 - Food Service Worker	16.32***
07210 - Meat Cutter	22.53
07260 - Waiter/Waitress	14.65***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.54
09040 - Furniture Handler	15.74***
09080 - Furniture Refinisher	22.54
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer, Minor	20.19
09130 - Upholsterer	22.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.82***
11060 - Elevator Operator	17.18***
11090 - Gardener	22.67
11122 - Housekeeping Aide	18.13
11150 - Janitor	18.13
11210 - Laborer, Grounds Maintenance	18.72
11240 - Maid or Houseman	16.03***
11260 - Pruner	17.46***

11270 - Tractor Operator	21.31
11330 - Trail Maintenance Worker	18.72
11360 - Window Cleaner	19.44
12000 - Health Occupations	
12010 - Ambulance Driver	24.27
12011 - Breath Alcohol Technician	28.59
12012 - Certified Occupational Therapist Assistant	39.23
12015 - Certified Physical Therapist Assistant	35.77
12020 - Dental Assistant	23.13
12025 - Dental Hygienist	44.34
12030 - EKG Technician	43.32
12035 - Electroneurodiagnostic Technologist	43.32
12040 - Emergency Medical Technician	24.27
12071 - Licensed Practical Nurse I	25.56
12072 - Licensed Practical Nurse II	28.59
12073 - Licensed Practical Nurse III	31.87
12100 - Medical Assistant	21.38
12130 - Medical Laboratory Technician	30.95
12160 - Medical Record Clerk	17.93
12190 - Medical Record Technician	30.47
12195 - Medical Transcriptionist	25.56
12210 - Nuclear Medicine Technologist	62.83
12221 - Nursing Assistant I	14.54***
12222 - Nursing Assistant II	16.35***
12223 - Nursing Assistant III	17.84
12224 - Nursing Assistant IV	20.04
12235 - Optical Dispenser	21.84
12236 - Optical Technician	25.56
12250 - Pharmacy Technician	19.79
12280 - Phlebotomist	22.29
12305 - Radiologic Technologist	36.16
12311 - Registered Nurse I	29.74
12312 - Registered Nurse II	36.38
12313 - Registered Nurse II, Specialist	36.38
12314 - Registered Nurse III	44.00
12315 - Registered Nurse III, Anesthetist	44.00
12316 - Registered Nurse IV	52.75
12317 - Scheduler (Drug and Alcohol Testing)	35.43
12320 - Substance Abuse Treatment Counselor	27.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.87
13012 - Exhibits Specialist II	28.34
13013 - Exhibits Specialist III	34.66
13041 - Illustrator I	22.87
13042 - Illustrator II	28.34
13043 - Illustrator III	34.66
13047 - Librarian	31.38
13050 - Library Aide/Clerk	16.09***
13054 - Library Information Technology Systems Administrator	28.34
13058 - Library Technician	20.81
13061 - Media Specialist I	20.45
13062 - Media Specialist II	22.87
13063 - Media Specialist III	25.50
13071 - Photographer I	20.45
13072 - Photographer II	22.87
13073 - Photographer III	28.34
13074 - Photographer IV	34.66
13075 - Photographer V	41.93
13090 - Technical Order Library Clerk	20.65
13110 - Video Teleconference Technician	20.45
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.09
14042 - Computer Operator II	22.47
14043 - Computer Operator III	25.06

14044 - Computer Operator IV		27.83
14045 - Computer Operator V		30.83
14071 - Computer Programmer I	(see 1)	23.32
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		20.09
14160 - Personal Computer Support Technician		27.86
14170 - System Support Specialist		31.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.98
15020 - Aircrew Training Devices Instructor (Rated)		45.95
15030 - Air Crew Training Devices Instructor (Pilot)		55.07
15050 - Computer Based Training Specialist / Instructor		37.98
15060 - Educational Technologist		38.75
15070 - Flight Instructor (Pilot)		55.07
15080 - Graphic Artist		25.05
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.07
15086 - Maintenance Test Pilot, Rotary Wing		55.07
15088 - Non-Maintenance Test/Co-Pilot		55.07
15090 - Technical Instructor		28.13
15095 - Technical Instructor/Course Developer		34.41
15110 - Test Proctor		22.71
15120 - Tutor		22.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.41***
16030 - Counter Attendant		16.41***
16040 - Dry Cleaner		18.75
16070 - Finisher, Flatwork, Machine		16.41***
16090 - Presser, Hand		16.41***
16110 - Presser, Machine, Drycleaning		16.41***
16130 - Presser, Machine, Shirts		16.41***
16160 - Presser, Machine, Wearing Apparel, Laundry		16.41***
16190 - Sewing Machine Operator		19.53
16220 - Tailor		20.31
16250 - Washer, Machine		17.19***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.90
19040 - Tool And Die Maker		30.96
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.38
21030 - Material Coordinator		26.44
21040 - Material Expediter		26.44
21050 - Material Handling Laborer		17.41***
21071 - Order Filler		16.74***
21080 - Production Line Worker (Food Processing)		18.38
21110 - Shipping Packer		19.78
21130 - Shipping/Receiving Clerk		19.78
21140 - Store Worker I		18.06
21150 - Stock Clerk		22.00
21210 - Tools And Parts Attendant		18.38
21410 - Warehouse Specialist		18.38
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.56
23019 - Aircraft Logs and Records Technician		23.20
23021 - Aircraft Mechanic I		27.23
23022 - Aircraft Mechanic II		28.56
23023 - Aircraft Mechanic III		29.85
23040 - Aircraft Mechanic Helper		20.59
23050 - Aircraft, Painter		25.90
23060 - Aircraft Servicer		23.20
23070 - Aircraft Survival Flight Equipment Technician		25.90



23080 - Aircraft Worker	24.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.23
23110 - Appliance Mechanic	25.90
23120 - Bicycle Repairer	21.90
23125 - Cable Splicer	28.05
23130 - Carpenter, Maintenance	25.49
23140 - Carpet Layer	24.51
23160 - Electrician, Maintenance	28.46
23181 - Electronics Technician Maintenance I	25.23
23182 - Electronics Technician Maintenance II	26.66
23183 - Electronics Technician Maintenance III	28.03
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	27.23
23310 - Fire Extinguisher Repairer	21.90
23311 - Fuel Distribution System Mechanic	27.23
23312 - Fuel Distribution System Operator	21.90
23370 - General Maintenance Worker	22.61
23380 - Ground Support Equipment Mechanic	27.23
23381 - Ground Support Equipment Servicer	23.20
23382 - Ground Support Equipment Worker	24.51
23391 - Gunsmith I	21.90
23392 - Gunsmith II	24.51
23393 - Gunsmith III	27.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.11
23430 - Heavy Equipment Mechanic	27.58
23440 - Heavy Equipment Operator	25.00
23460 - Instrument Mechanic	27.23
23465 - Laboratory/Shelter Mechanic	25.90
23470 - Laborer	17.41***
23510 - Locksmith	25.90
23530 - Machinery Maintenance Mechanic	28.73
23550 - Machinist, Maintenance	26.64
23580 - Maintenance Trades Helper	17.69***
23591 - Metrology Technician I	27.23
23592 - Metrology Technician II	28.56
23593 - Metrology Technician III	29.85
23640 - Millwright	28.25
23710 - Office Appliance Repairer	25.18
23760 - Painter, Maintenance	19.18
23790 - Pipefitter, Maintenance	30.10
23810 - Plumber, Maintenance	28.63
23820 - Pneudraulic Systems Mechanic	27.23
23850 - Rigger	27.23
23870 - Scale Mechanic	24.51
23890 - Sheet-Metal Worker, Maintenance	27.23
23910 - Small Engine Mechanic	24.51
23931 - Telecommunications Mechanic I	34.31
23932 - Telecommunications Mechanic II	36.07
23950 - Telephone Lineman	28.31
23960 - Welder, Combination, Maintenance	24.56
23965 - Well Driller	27.23
23970 - Woodcraft Worker	27.23
23980 - Woodworker	21.90
24000 - Personal Needs Occupations	
24550 - Case Manager	18.00
24570 - Child Care Attendant	15.25***
24580 - Child Care Center Clerk	19.00
24610 - Chore Aide	16.29***
24620 - Family Readiness And Support Services	18.00

Coordinator	
24630 - Homemaker	18.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.98
25040 - Sewage Plant Operator	28.52
25070 - Stationary Engineer	29.98
25190 - Ventilation Equipment Tender	22.66
25210 - Water Treatment Plant Operator	28.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.32
27007 - Baggage Inspector	17.59***
27008 - Corrections Officer	24.16
27010 - Court Security Officer	24.16
27030 - Detection Dog Handler	19.68
27040 - Detention Officer	24.16
27070 - Firefighter	24.16
27101 - Guard I	17.59***
27102 - Guard II	19.68
27131 - Police Officer I	26.70
27132 - Police Officer II	29.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.82***
28042 - Carnival Equipment Repairer	15.76***
28043 - Carnival Worker	12.14***
28210 - Gate Attendant/Gate Tender	17.86
28310 - Lifeguard	15.90***
28350 - Park Attendant (Aide)	19.97
28510 - Recreation Aide/Health Facility Attendant	14.57***
28515 - Recreation Specialist	24.75
28630 - Sports Official	15.90***
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.51
29020 - Hatch Tender	24.51
29030 - Line Handler	24.51
29041 - Stevedore I	23.20
29042 - Stevedore II	25.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	51.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.22
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.79
30021 - Archeological Technician I	20.15
30022 - Archeological Technician II	22.53
30023 - Archeological Technician III	27.91
30030 - Cartographic Technician	27.91
30040 - Civil Engineering Technician	27.91
30051 - Cryogenic Technician I	30.91
30052 - Cryogenic Technician II	34.14
30061 - Drafter/CAD Operator I	20.15
30062 - Drafter/CAD Operator II	22.53
30063 - Drafter/CAD Operator III	25.11
30064 - Drafter/CAD Operator IV	30.91
30081 - Engineering Technician I	17.94
30082 - Engineering Technician II	20.15
30083 - Engineering Technician III	22.53
30084 - Engineering Technician IV	27.91
30085 - Engineering Technician V	34.14
30086 - Engineering Technician VI	41.32
30090 - Environmental Technician	27.91
30095 - Evidence Control Specialist	27.91
30210 - Laboratory Technician	25.11
30221 - Latent Fingerprint Technician I	30.91
30222 - Latent Fingerprint Technician II	34.14
30240 - Mathematical Technician	27.91
30361 - Paralegal/Legal Assistant I	22.60

30362 - Paralegal/Legal Assistant II	28.00
30363 - Paralegal/Legal Assistant III	34.25
30364 - Paralegal/Legal Assistant IV	41.43
30375 - Petroleum Supply Specialist	34.14
30390 - Photo-Optics Technician	27.91
30395 - Radiation Control Technician	34.14
30461 - Technical Writer I	27.91
30462 - Technical Writer II	34.14
30463 - Technical Writer III	41.32
30491 - Unexploded Ordnance (UXO) Technician I	32.46
30492 - Unexploded Ordnance (UXO) Technician II	39.27
30493 - Unexploded Ordnance (UXO) Technician III	47.07
30494 - Unexploded (UXO) Safety Escort	32.46
30495 - Unexploded (UXO) Sweep Personnel	32.46
30501 - Weather Forecaster I	30.91
30502 - Weather Forecaster II	37.61
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.11
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.27
31020 - Bus Aide	16.44***
31030 - Bus Driver	21.57
31043 - Driver Courier	18.33
31260 - Parking and Lot Attendant	15.33***
31290 - Shuttle Bus Driver	19.11
31310 - Taxi Driver	15.51***
31361 - Truckdriver, Light	19.50
31362 - Truckdriver, Medium	20.66
31363 - Truckdriver, Heavy	26.54
31364 - Truckdriver, Tractor-Trailer	26.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.15
99030 - Cashier	13.88***
99050 - Desk Clerk	16.12***
99095 - Embalmer	32.46
99130 - Flight Follower	32.46
99251 - Laboratory Animal Caretaker I	18.00
99252 - Laboratory Animal Caretaker II	19.15
99260 - Marketing Analyst	29.45
99310 - Mortician	32.46
99410 - Pest Controller	26.35
99510 - Photofinishing Worker	17.06***
99710 - Recycling Laborer	19.81
99711 - Recycling Specialist	22.55
99730 - Refuse Collector	18.47
99810 - Sales Clerk	16.35***
99820 - School Crossing Guard	19.16
99830 - Survey Party Chief	23.55
99831 - Surveying Aide	14.32***
99832 - Surveying Technician	21.42
99840 - Vending Machine Attendant	23.38
99841 - Vending Machine Repairer	27.84
99842 - Vending Machine Repairer Helper	23.38

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

(1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

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

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

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

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

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

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

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

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

the request.

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

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

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

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