

2. AMENDMENT/MODIFICATION NO. P00067	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	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
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CORECIVIC INC ATTN CORECIVIC INC 5501 VIRGINIA WAY STE 110 BRENTWOOD TN 370277684	9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) 10A. MODIFICATION OF CONTRACT/ORDER NO. ODT-5-C-0010/ 10B. DATED (SEE ITEM 13) 03/03/2010
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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) Other Administrative Action

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: HJGMJN1JKL46
 CONTRACT ADMINISTRATION POCs:
 COR: [REDACTED] 973-776-[REDACTED]
 CO: [REDACTED] 202-993 [REDACTED]
 CS: [REDACTED], 202-73 [REDACTED]

The purpose of this modification is to record the government action taken in regard to Contract Discrepancy Report (CDR) No. 17.

Based on the facts documented under CDR No. 17, and the terms and conditions of this contract, a deduction of 10% or [REDACTED] from the total amount billed for CLIN 1501 was 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

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>applied to the June 2024, invoice. The deduction is not retrievable by CoreCivic, Inc.</p> <p>Period of Performance: 07/01/2005 to 11/30/2024 All other terms and conditions remain unchanged.</p>				

2. AMENDMENT/MODIFICATION NO. P00068	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	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
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CORECIVIC INC ATTN CORECIVIC INC 5501 VIRGINIA WAY STE 110 BRENTWOOD TN 370277684	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:50%;">9A. AMENDMENT OF SOLICITATION NO.</td> <td style="width:50%;"></td> </tr> <tr> <td>9B. DATED (SEE ITEM 11)</td> <td></td> </tr> <tr> <td>10A. MODIFICATION OF CONTRACT/ORDER NO. ODT-5-C-0010/</td> <td></td> </tr> <tr> <td>10B. DATED (SEE ITEM 13) 03/03/2010</td> <td></td> </tr> </table>	9A. AMENDMENT OF SOLICITATION NO.		9B. DATED (SEE ITEM 11)		10A. MODIFICATION OF CONTRACT/ORDER NO. ODT-5-C-0010/		10B. DATED (SEE ITEM 13) 03/03/2010	
9A. AMENDMENT OF SOLICITATION NO.									
9B. DATED (SEE ITEM 11)									
10A. MODIFICATION OF CONTRACT/ORDER NO. ODT-5-C-0010/									
10B. DATED (SEE ITEM 13) 03/03/2010									

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) FAR 52.217-9, Option to Extend the Term of the Contract

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: HJGMJN1JKL46
 CONTRACT ADMINISTRATION POCs:
 COR: [REDACTED] 973-77 [REDACTED]
 CO: [REDACTED], 202-923-[REDACTED]
 CS: [REDACTED], 202-73 [REDACTED]

The purpose of this modification is to exercise the option period extending the period of performance from 11/30/2024 through 12/31/2024.

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)		

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Period of Performance: 07/01/2005 to 12/31/2024				
	Change Item 1701 to read as follows (amount shown is the total amount):				
1701	Detention Services ██████ Detainees Monthly Rate: ██████ Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	█████	MO	0.00	0.00
	Change Item 1704 to read as follows (amount shown is the total amount):				
1704	Additional Guard Services █████ per hour Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	█████	LH	0.00	0.00
	Change Item 1705 to read as follows (amount shown is the total amount):				
1705	Transportation Mileage Rate: ██████ per mile Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	█████	DH	0.00	0.00
	Change Item 1706 to read as follows (amount shown is the total amount):				
1706	Detainee Wages Monthly Rate: ██████ Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	█████	MO	0.00	0.00
	All other terms and conditions remain unchanged.				

2. AMENDMENT/MODIFICATION NO. P00069	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	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
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CORECIVIC INC ATTN CORECIVIC INC 5501 VIRGINIA WAY STE 110 BRENTWOOD TN 370277684	9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) 10A. MODIFICATION OF CONTRACT/ORDER NO. ODT-5-C-0010/ 10B. DATED (SEE ITEM 13) 03/03/2010
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11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) FAR 52.217-9, Option to Extend the Term of the Contract

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: HJGMJN1JKL46
 CONTRACT ADMINISTRATION POCs:
 COR: [REDACTED] 973-77 [REDACTED]
 CO: [REDACTED], 202-923-[REDACTED]
 CS: [REDACTED], 202-73 [REDACTED]

The purpose of this modification is to:
 1) Approve the Request for Equitable Adjustment (REA) submitted by CoreCivic for services rendered during the period of performance from September 1, 2024, through October 31, 2024.
 2) Address adjustments associated with Wage Determination 2015-4211, Revision 27, dated
 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)		
	[REDACTED]		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
_____ (Signature of person authorized to sign)		_____ (Signature of Contracting Officer)	

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>September 1, 2024, which was incorporated into the IGSA under Modification No. P00066. These rate changes are retroactively effective starting September 1, 2024.</p> <p>3) Approve a retroactive payment totaling [REDACTED] to account for rate increases applicable for September and October 2024.</p> <p>4) Incorporate the Collective Bargaining Agreement (CBA) between CoreCivic, Inc., and the United Government Security Officers of America (UGSOA) International Union and UGSOA Local 315, covering the period October 11, 2024, through November 30, 2027.</p> <p>5) Revise the unit prices under Contract Line-Item Numbers (CLINs) 1601 and 1701 as detailed below. Period of Performance: 07/01/2005 to 12/31/2024</p> <p>Change Item 1701 to read as follows (amount shown is the total amount):</p>				
1701	<p>Detention Services: [REDACTED] Detainees</p> <p>Monthly Rate [REDACTED] effective 9/1/2024</p> <p>Monthly Rate is changed From: [REDACTED]</p> <p>By: [REDACTED]</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p>	[REDACTED]	MO	0.00	
	<p>Change Item 1704 to read as follows (amount shown is the total amount):</p>				
1704	<p>Additional Guard Services</p> <p>[REDACTED] per hour</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p>	[REDACTED]	LH	0.00	
	<p>Change Item 1705 to read as follows (amount shown is the total amount):</p>				
1705	<p>Transportation Mileage</p> <p>Rate: [REDACTED] per mile</p> <p>Continued ...</p>	[REDACTED]	DH	0.00	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1706	<p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1706 to read as follows (amount shown is the total amount):</p> <p>Detainee Wages Monthly Rate: ██████████ Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>All other terms and conditions remain unchanged.</p>		MO	0.00	

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 6
2. AMENDMENT/MODIFICATION NO. P00070	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CORECIVIC INC ATTN CORECIVIC INC 5501 VIRGINIA WAY STE 110 BRENTWOOD TN 370277684		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE HJGMJN1JKL46		FACILITY CODE	9B. DATED (SEE ITEM 11)
		x	10A. MODIFICATION OF CONTRACT/ORDER NO. ODT-5-C-0010/
			10B. DATED (SEE ITEM 13) 03/03/2010

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

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	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Administrative Action

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: HJGMJN1JKL46

CONTRACT ADMINISTRATION POCs:

COR: [REDACTED] 973-776-[REDACTED]
CO: [REDACTED] 202-923-[REDACTED]
CS: [REDACTED] 202-732-[REDACTED]

The purpose of this modification is the following:

- Extend the period of performance on CLNs 1701, 1702, 1703, 1704, 1705, and 1706, to 1/1/2025 through 1/31/2025. Reserve CLINs 1801, 1802, 1803, 1804, 1805 and 1806.

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) [REDACTED] Deputy General Counsel, VP Contracts	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) [REDACTED]
15B. CODE [REDACTED]	15C. DATE SIGNED 2/6/2025
	16C. DATE SIGNED

Previous

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1701	<p>2.) Exercise the options for CLINs 1901, 1902, 1903, 1904, 1905 and 1906, period of performance 2/01/2025 through 02/28/2025.</p> <p>3). Incorporate Wage Determination (WD) No. 2015-4211, Revision 29 dated December 23, 2024. Period of Performance: 07/01/2005 to 02/28/2025</p> <p>Change Item 1701 to read as follows (amount shown is the total amount):</p> <p>Detention Services: ██████ Detainees ██████ MO 0.00</p> <p>Monthly Rate ██████ effective 9/1/2024</p> <p>Monthly Rate is changed From: ██████ By: ██████</p> <p>P.O.P 12/1/2024 through 01/31/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
1702	<p>Change Item 1702 to read as follows (amount shown is the total amount):</p> <p>Detention Services: ██████ Detainees ██████ EA 0.00</p> <p>██████ per detainee</p> <p>P.O.P 12/1/2024 through 01/31/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
1703	<p>Change Item 1703 to read as follows (amount shown is the total amount):</p> <p>Detention Services: 301+ ██████ EA 0.00</p> <p>██████ per detainee</p> <p>P.O.P 12/1/2024 through 01/31/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
1704	<p>Change Item 1704 to read as follows (amount shown is the total amount):</p> <p>Additional Guard Services ██████ LH 0.00</p> <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>██████████ per hour P.O.P 12/1/2024 through 01/31/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1705 to read as follows (amount shown is the total amount):</p>				
1705	<p>Transportation Mileage Rate: ██████████ per mile P.O.P 12/1/2024 through 01/31/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1706 to read as follows (amount shown is the total amount):</p>	██████████	DH	0.00	
1706	<p>Detainee Wages Monthly Rate: ██████████ P.O.P 12/1/2024 through 01/31/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1801 to read as follows (amount shown is the total amount):</p>	██████████	MO	0.00	
1801	<p>Reserved Detention Services: ██████████ Detainees Monthly Rate: ██████████ Amount: \$0.00 (Option Line Item) 12/31/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1802 to read as follows (amount shown is the total amount):</p>	██████████	MO	0.00	0.00
1802	<p>Reserved Detention Services ██████████ Detainees ██████████ per detainee Amount: \$0.00 (Option Line Item) 12/31/2024 Product/Service Code: S206 Continued ...</p>	██████████	EA	0.00	0.00

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1803	Product/Service Description: HOUSEKEEPING- GUARD Change Item 1803 to read as follows (amount shown is the total amount): Reserved Detention Services: ██████ ██████ per detainee Amount: \$0.00 (Option Line Item) 12/31/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	█████	EA	0.00	0.00
1804	Change Item 1804 to read as follows (amount shown is the total amount): Reserved Additional Guard Services ██████ per hour Amount: \$0.00 (Option Line Item) 12/31/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	█████	LH	0.00	0.00
1805	Change Item 1805 to read as follows (amount shown is the total amount): Reserved Transportation Mileage Rate: ██████ per mile Amount: \$0.00 (Option Line Item) 12/31/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	█████	DH	0.00	0.00
1806	Change Item 1806 to read as follows (amount shown is the total amount): Reserved Detainee Wages Monthly Rate: ██████ Amount: \$0.00 (Option Line Item) 12/31/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Continued ...	█████	MO	0.00	0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1901	Change Item 1901 to read as follows (amount shown is the total amount): Detention Services ██████ Detainees Monthly Rate: ██████ P.O.P 2/1/2025 through 02/28/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	████	MO	0.00	
1902	Change Item 1902 to read as follows (amount shown is the total amount): Detention Services: ██████ Detainees ██████ per detainee P.O.P 2/1/2025 through 02/28/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	████	EA	0.00	
1903	Change Item 1903 to read as follows (amount shown is the total amount): Detention Services: ██████ ██████ per detainee P.O.P 2/1/2025 through 02/28/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	████	EA	0.00	
1904	Change Item 1904 to read as follows (amount shown is the total amount): Additional Guard Services ██████ per hour P.O.P 2/1/2025 through 02/28/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD	████	LH	0.00	
1905	Change Item 1905 to read as follows (amount shown is the total amount): Transportation Mileage Rate: ██████ per mile Continued ...	████	DH	0.00	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
ODT-5-C-0010//P00070

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1906	<p>P.O.P 2/1/2025 through 02/28/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1906 to read as follows (amount shown is the total amount):</p> <p>Detainee Wages Monthly Rate: ██████████</p> <p>P.O.P 2/1/2025 through 02/28/2025 Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>All other terms and condition remain the unchanged.</p>		MO	0.00	

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director		Wage Determination No.: 2015-4211 Revision No.: 29 Date Of Last Revision: 12/23/2024

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 \$17.75 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.
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 \$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.

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: New Jersey

Area: New Jersey Counties of Essex, Morris, Sussex, Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.79
01012 - Accounting Clerk II		24.45
01013 - Accounting Clerk III		27.35
01020 - Administrative Assistant		39.46
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		18.64
01042 - Customer Service Representative II		20.34
01043 - Customer Service Representative III		22.82
01051 - Data Entry Operator I		19.66
01052 - Data Entry Operator II		21.45
01060 - Dispatcher, Motor Vehicle		28.37
01070 - Document Preparation Clerk		19.81
01090 - Duplicating Machine Operator		19.81
01111 - General Clerk I		18.55
01112 - General Clerk II		20.24
01113 - General Clerk III		22.72

01120 - Housing Referral Assistant	28.42
01141 - Messenger Courier	20.10
01191 - Order Clerk I	18.14
01192 - Order Clerk II	21.31
01261 - Personnel Assistant (Employment) I	21.74
01262 - Personnel Assistant (Employment) II	24.32
01263 - Personnel Assistant (Employment) III	27.11
01270 - Production Control Clerk	28.91
01290 - Rental Clerk	20.00
01300 - Scheduler, Maintenance	22.79
01311 - Secretary I	22.79
01312 - Secretary II	25.50
01313 - Secretary III	28.42
01320 - Service Order Dispatcher	24.37
01410 - Supply Technician	39.46
01420 - Survey Worker	24.16
01460 - Switchboard Operator/Receptionist	19.02
01531 - Travel Clerk I	21.18
01532 - Travel Clerk II	23.49
01533 - Travel Clerk III	25.53
01611 - Word Processor I	18.82
01612 - Word Processor II	21.14
01613 - Word Processor III	23.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.43
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	18.73
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	21.38
07042 - Cook II	23.86
07070 - Dishwasher	16.75***
07130 - Food Service Worker	17.65***
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	18.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.22
09040 - Furniture Handler	16.73***
09080 - Furniture Refinisher	23.24
09090 - Furniture Refinisher Helper	18.79
09110 - Furniture Repairer, Minor	21.14
09130 - Upholsterer	23.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.29
11060 - Elevator Operator	18.86
11090 - Gardener	24.90
11122 - Housekeeping Aide	18.86
11150 - Janitor	18.86
11210 - Laborer, Grounds Maintenance	20.48
11240 - Maid or Houseman	19.18
11260 - Pruner	19.04
11270 - Tractor Operator	23.44
11330 - Trail Maintenance Worker	20.48

11360 - Window Cleaner	20.29
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	28.59
12012 - Certified Occupational Therapist Assistant	35.79
12015 - Certified Physical Therapist Assistant	33.14
12020 - Dental Assistant	22.74
12025 - Dental Hygienist	47.70
12030 - EKG Technician	40.00
12035 - Electroneurodiagnostic Technologist	40.00
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	25.56
12072 - Licensed Practical Nurse II	28.59
12073 - Licensed Practical Nurse III	31.88
12100 - Medical Assistant	22.37
12130 - Medical Laboratory Technician	38.55
12160 - Medical Record Clerk	26.36
12190 - Medical Record Technician	29.49
12195 - Medical Transcriptionist	21.49
12210 - Nuclear Medicine Technologist	51.30
12221 - Nursing Assistant I	16.26***
12222 - Nursing Assistant II	18.29
12223 - Nursing Assistant III	19.96
12224 - Nursing Assistant IV	22.40
12235 - Optical Dispenser	29.67
12236 - Optical Technician	19.13
12250 - Pharmacy Technician	19.98
12280 - Phlebotomist	23.30
12305 - Radiologic Technologist	42.76
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	35.42
12320 - Substance Abuse Treatment Counselor	29.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	32.08
13042 - Illustrator II	40.20
13043 - Illustrator III	49.13
13047 - Librarian	37.84
13050 - Library Aide/Clerk	17.78
13054 - Library Information Technology Systems Administrator	34.17
13058 - Library Technician	25.62
13061 - Media Specialist I	24.65
13062 - Media Specialist II	27.58
13063 - Media Specialist III	30.75
13071 - Photographer I	22.76
13072 - Photographer II	25.46
13073 - Photographer III	32.88
13074 - Photographer IV	41.88
13075 - Photographer V	50.02
13090 - Technical Order Library Clerk	22.32
13110 - Video Teleconference Technician	30.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.87
14042 - Computer Operator II	30.06
14043 - Computer Operator III	33.52
14044 - Computer Operator IV	37.24
14045 - Computer Operator V	41.24

14071 - Computer Programmer I	(see 1)	
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		26.87
14160 - Personal Computer Support Technician		37.24
14170 - System Support Specialist		41.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.02
15020 - Aircrew Training Devices Instructor (Rated)		50.83
15030 - Air Crew Training Devices Instructor (Pilot)		60.93
15050 - Computer Based Training Specialist / Instructor		42.02
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		60.93
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		60.93
15086 - Maintenance Test Pilot, Rotary Wing		60.93
15088 - Non-Maintenance Test/Co-Pilot		60.93
15090 - Technical Instructor		31.05
15095 - Technical Instructor/Course Developer		37.98
15110 - Test Proctor		25.07
15120 - Tutor		25.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.56
16030 - Counter Attendant		19.56
16040 - Dry Cleaner		22.36
16070 - Finisher, Flatwork, Machine		19.56
16090 - Presser, Hand		19.56
16110 - Presser, Machine, Drycleaning		19.56
16130 - Presser, Machine, Shirts		19.56
16160 - Presser, Machine, Wearing Apparel, Laundry		19.56
16190 - Sewing Machine Operator		23.27
16220 - Tailor		24.21
16250 - Washer, Machine		20.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.84
19040 - Tool And Die Maker		33.42
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.86
21030 - Material Coordinator		28.91
21040 - Material Expediter		28.91
21050 - Material Handling Laborer		18.72
21071 - Order Filler		17.74***
21080 - Production Line Worker (Food Processing)		21.86
21110 - Shipping Packer		21.73
21130 - Shipping/Receiving Clerk		21.73
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		21.86
21410 - Warehouse Specialist		21.86
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		44.73
23019 - Aircraft Logs and Records Technician		37.70
23021 - Aircraft Mechanic I		43.05
23022 - Aircraft Mechanic II		44.73
23023 - Aircraft Mechanic III		46.40
23040 - Aircraft Mechanic Helper		33.51
23050 - Aircraft, Painter		41.44
23060 - Aircraft Servicer		37.70
23070 - Aircraft Survival Flight Equipment Technician		41.44
23080 - Aircraft Worker		39.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		39.73

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	43.05
II	
23110 - Appliance Mechanic	27.79
23120 - Bicycle Repairer	23.85
23125 - Cable Splicer	55.07
23130 - Carpenter, Maintenance	32.74
23140 - Carpet Layer	28.96
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	33.81
23182 - Electronics Technician Maintenance II	35.26
23183 - Electronics Technician Maintenance III	36.64
23260 - Fabric Worker	41.90
23290 - Fire Alarm System Mechanic	29.60
23310 - Fire Extinguisher Repairer	31.03
23311 - Fuel Distribution System Mechanic	48.19
23312 - Fuel Distribution System Operator	39.84
23370 - General Maintenance Worker	26.65
23380 - Ground Support Equipment Mechanic	43.05
23381 - Ground Support Equipment Servicer	37.70
23382 - Ground Support Equipment Worker	39.73
23391 - Gunsmith I	31.03
23392 - Gunsmith II	34.63
23393 - Gunsmith III	37.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	35.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.62
23430 - Heavy Equipment Mechanic	36.87
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	32.42
23465 - Laboratory/Shelter Mechanic	36.12
23470 - Laborer	18.72
23510 - Locksmith	28.26
23530 - Machinery Maintenance Mechanic	31.74
23550 - Machinist, Maintenance	28.52
23580 - Maintenance Trades Helper	21.32
23591 - Metrology Technician I	32.42
23592 - Metrology Technician II	33.69
23593 - Metrology Technician III	34.95
23640 - Millwright	40.14
23710 - Office Appliance Repairer	29.06
23760 - Painter, Maintenance	28.45
23790 - Pipefitter, Maintenance	38.07
23810 - Plumber, Maintenance	36.64
23820 - Pneudraulic Systems Mechanic	37.53
23850 - Rigger	43.92
23870 - Scale Mechanic	34.63
23890 - Sheet-Metal Worker, Maintenance	34.57
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	49.52
23960 - Welder, Combination, Maintenance	27.65
23965 - Well Driller	37.06
23970 - Woodcraft Worker	37.53
23980 - Woodworker	31.03
24000 - Personal Needs Occupations	
24550 - Case Manager	22.52
24570 - Child Care Attendant	17.34***
24580 - Child Care Center Clerk	21.63
24610 - Chore Aide	17.56***
24620 - Family Readiness And Support Services Coordinator	22.52
24630 - Homemaker	22.63

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	46.63
25040 - Sewage Plant Operator	37.04
25070 - Stationary Engineer	46.63
25190 - Ventilation Equipment Tender	36.29
25210 - Water Treatment Plant Operator	37.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.40
27007 - Baggage Inspector	19.12
27008 - Corrections Officer	38.62
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	21.39
27040 - Detention Officer	38.62
27070 - Firefighter	44.02
27101 - Guard I	19.12
27102 - Guard II	21.39
27131 - Police Officer I	41.60
27132 - Police Officer II	46.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.44
28042 - Carnival Equipment Repairer	21.71
28043 - Carnival Worker	16.60***
28210 - Gate Attendant/Gate Tender	22.60
28310 - Lifeguard	16.58***
28350 - Park Attendant (Aide)	25.28
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	31.33
28630 - Sports Official	20.14
28690 - Swimming Pool Operator	24.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	40.74
29020 - Hatch Tender	40.74
29030 - Line Handler	40.74
29041 - Stevedore I	38.66
29042 - Stevedore II	43.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	53.11
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	40.33
30021 - Archeological Technician I	22.17
30022 - Archeological Technician II	24.79
30023 - Archeological Technician III	30.72
30030 - Cartographic Technician	30.72
30040 - Civil Engineering Technician	32.63
30051 - Cryogenic Technician I	34.02
30052 - Cryogenic Technician II	37.58
30061 - Drafter/CAD Operator I	22.17
30062 - Drafter/CAD Operator II	24.79
30063 - Drafter/CAD Operator III	27.64
30064 - Drafter/CAD Operator IV	34.02
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.97
30095 - Evidence Control Specialist	30.72
30210 - Laboratory Technician	28.48
30221 - Latent Fingerprint Technician I	34.38
30222 - Latent Fingerprint Technician II	37.97
30240 - Mathematical Technician	36.98
30361 - Paralegal/Legal Assistant I	25.38
30362 - Paralegal/Legal Assistant II	31.45
30363 - Paralegal/Legal Assistant III	38.46

30364 - Paralegal/Legal Assistant IV	46.53
30375 - Petroleum Supply Specialist	37.58
30390 - Photo-Optics Technician	30.72
30395 - Radiation Control Technician	37.58
30461 - Technical Writer I	30.50
30462 - Technical Writer II	37.31
30463 - Technical Writer III	45.13
30491 - Unexploded Ordnance (UXO) Technician I	33.76
30492 - Unexploded Ordnance (UXO) Technician II	40.84
30493 - Unexploded Ordnance (UXO) Technician III	48.95
30494 - Unexploded (UXO) Safety Escort	33.76
30495 - Unexploded (UXO) Sweep Personnel	33.76
30501 - Weather Forecaster I	34.02
30502 - Weather Forecaster II	41.38
30620 - Weather Observer, Combined Upper Air Or	(see 2) 27.64
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 30.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.84
31020 - Bus Aide	28.60
31030 - Bus Driver	36.87
31043 - Driver Courier	20.42
31260 - Parking and Lot Attendant	17.08***
31290 - Shuttle Bus Driver	19.88
31310 - Taxi Driver	17.57***
31361 - Truckdriver, Light	21.69
31362 - Truckdriver, Medium	22.97
31363 - Truckdriver, Heavy	29.91
31364 - Truckdriver, Tractor-Trailer	29.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.91
99030 - Cashier	16.72***
99050 - Desk Clerk	18.28
99095 - Embalmer	39.23
99130 - Flight Follower	33.76
99251 - Laboratory Animal Caretaker I	19.89
99252 - Laboratory Animal Caretaker II	21.13
99260 - Marketing Analyst	44.95
99310 - Mortician	36.79
99410 - Pest Controller	22.37
99510 - Photofinishing Worker	25.06
99710 - Recycling Laborer	31.86
99711 - Recycling Specialist	36.39
99730 - Refuse Collector	29.57
99810 - Sales Clerk	17.41***
99820 - School Crossing Guard	19.12
99830 - Survey Party Chief	33.29
99831 - Surveying Aide	24.15
99832 - Surveying Technician	30.18
99840 - Vending Machine Attendant	26.84
99841 - Vending Machine Repairer	31.82
99842 - Vending Machine Repairer Helper	26.84

***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.

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 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."

"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.: 2015-4211 Revision No.: 27 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: New Jersey

Area: New Jersey Counties of Essex, Morris, Sussex, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.79
01012 - Accounting Clerk II		24.45
01013 - Accounting Clerk III		27.35
01020 - Administrative Assistant		39.46
01035 - Court Reporter		34.85
01041 - Customer Service Representative I		18.64
01042 - Customer Service Representative II		20.34
01043 - Customer Service Representative III		22.82
01051 - Data Entry Operator I		19.66
01052 - Data Entry Operator II		21.45
01060 - Dispatcher, Motor Vehicle		28.37
01070 - Document Preparation Clerk		19.81
01090 - Duplicating Machine Operator		19.81
01111 - General Clerk I		18.55
01112 - General Clerk II		20.24
01113 - General Clerk III		22.72

01120 - Housing Referral Assistant	28.42
01141 - Messenger Courier	20.10
01191 - Order Clerk I	18.14
01192 - Order Clerk II	21.31
01261 - Personnel Assistant (Employment) I	21.74
01262 - Personnel Assistant (Employment) II	24.32
01263 - Personnel Assistant (Employment) III	27.11
01270 - Production Control Clerk	28.91
01290 - Rental Clerk	20.00
01300 - Scheduler, Maintenance	22.79
01311 - Secretary I	22.79
01312 - Secretary II	25.50
01313 - Secretary III	28.42
01320 - Service Order Dispatcher	24.37
01410 - Supply Technician	39.46
01420 - Survey Worker	24.16
01460 - Switchboard Operator/Receptionist	19.02
01531 - Travel Clerk I	21.18
01532 - Travel Clerk II	23.49
01533 - Travel Clerk III	25.53
01611 - Word Processor I	18.82
01612 - Word Processor II	21.14
01613 - Word Processor III	23.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.43
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	18.73
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	21.38
07042 - Cook II	23.86
07070 - Dishwasher	16.75***
07130 - Food Service Worker	17.65
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	18.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.22
09040 - Furniture Handler	16.73***
09080 - Furniture Refinisher	23.24
09090 - Furniture Refinisher Helper	18.79
09110 - Furniture Repairer, Minor	21.14
09130 - Upholsterer	23.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.29
11060 - Elevator Operator	18.86
11090 - Gardener	24.90
11122 - Housekeeping Aide	18.86
11150 - Janitor	18.86
11210 - Laborer, Grounds Maintenance	20.48
11240 - Maid or Houseman	19.18
11260 - Pruner	19.04
11270 - Tractor Operator	23.44
11330 - Trail Maintenance Worker	20.48

11360 - Window Cleaner	20.29
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	28.59
12012 - Certified Occupational Therapist Assistant	35.79
12015 - Certified Physical Therapist Assistant	33.14
12020 - Dental Assistant	22.74
12025 - Dental Hygienist	47.70
12030 - EKG Technician	40.00
12035 - Electroneurodiagnostic Technologist	40.00
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	25.56
12072 - Licensed Practical Nurse II	28.59
12073 - Licensed Practical Nurse III	31.88
12100 - Medical Assistant	22.37
12130 - Medical Laboratory Technician	38.55
12160 - Medical Record Clerk	26.36
12190 - Medical Record Technician	29.49
12195 - Medical Transcriptionist	21.49
12210 - Nuclear Medicine Technologist	51.30
12221 - Nursing Assistant I	16.26***
12222 - Nursing Assistant II	18.29
12223 - Nursing Assistant III	19.96
12224 - Nursing Assistant IV	22.40
12235 - Optical Dispenser	29.67
12236 - Optical Technician	19.13
12250 - Pharmacy Technician	19.98
12280 - Phlebotomist	23.30
12305 - Radiologic Technologist	42.76
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	35.42
12320 - Substance Abuse Treatment Counselor	29.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	32.08
13042 - Illustrator II	40.20
13043 - Illustrator III	49.13
13047 - Librarian	37.84
13050 - Library Aide/Clerk	17.78
13054 - Library Information Technology Systems Administrator	34.17
13058 - Library Technician	25.62
13061 - Media Specialist I	24.65
13062 - Media Specialist II	27.58
13063 - Media Specialist III	30.75
13071 - Photographer I	22.76
13072 - Photographer II	25.46
13073 - Photographer III	32.88
13074 - Photographer IV	41.88
13075 - Photographer V	50.02
13090 - Technical Order Library Clerk	22.32
13110 - Video Teleconference Technician	30.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.87
14042 - Computer Operator II	30.06
14043 - Computer Operator III	33.52
14044 - Computer Operator IV	37.24
14045 - Computer Operator V	41.24

14071 - Computer Programmer I	(see 1)	
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		26.87
14160 - Personal Computer Support Technician		37.24
14170 - System Support Specialist		41.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.02
15020 - Aircrew Training Devices Instructor (Rated)		50.83
15030 - Air Crew Training Devices Instructor (Pilot)		60.93
15050 - Computer Based Training Specialist / Instructor		42.02
15060 - Educational Technologist		38.90
15070 - Flight Instructor (Pilot)		60.93
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		60.93
15086 - Maintenance Test Pilot, Rotary Wing		60.93
15088 - Non-Maintenance Test/Co-Pilot		60.93
15090 - Technical Instructor		31.05
15095 - Technical Instructor/Course Developer		37.98
15110 - Test Proctor		25.07
15120 - Tutor		25.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.56
16030 - Counter Attendant		19.56
16040 - Dry Cleaner		22.36
16070 - Finisher, Flatwork, Machine		19.56
16090 - Presser, Hand		19.56
16110 - Presser, Machine, Drycleaning		19.56
16130 - Presser, Machine, Shirts		19.56
16160 - Presser, Machine, Wearing Apparel, Laundry		19.56
16190 - Sewing Machine Operator		23.27
16220 - Tailor		24.21
16250 - Washer, Machine		20.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.84
19040 - Tool And Die Maker		33.42
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.86
21030 - Material Coordinator		28.91
21040 - Material Expediter		28.91
21050 - Material Handling Laborer		18.72
21071 - Order Filler		17.74
21080 - Production Line Worker (Food Processing)		21.86
21110 - Shipping Packer		21.73
21130 - Shipping/Receiving Clerk		21.73
21140 - Store Worker I		20.32
21150 - Stock Clerk		25.47
21210 - Tools And Parts Attendant		21.86
21410 - Warehouse Specialist		21.86
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		44.73
23019 - Aircraft Logs and Records Technician		37.70
23021 - Aircraft Mechanic I		43.05
23022 - Aircraft Mechanic II		44.73
23023 - Aircraft Mechanic III		46.40
23040 - Aircraft Mechanic Helper		33.51
23050 - Aircraft, Painter		41.44
23060 - Aircraft Servicer		37.70
23070 - Aircraft Survival Flight Equipment Technician		41.44
23080 - Aircraft Worker		39.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		39.73

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	43.05
II	
23110 - Appliance Mechanic	27.79
23120 - Bicycle Repairer	23.85
23125 - Cable Splicer	55.07
23130 - Carpenter, Maintenance	32.74
23140 - Carpet Layer	28.96
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	33.81
23182 - Electronics Technician Maintenance II	35.26
23183 - Electronics Technician Maintenance III	36.64
23260 - Fabric Worker	41.90
23290 - Fire Alarm System Mechanic	29.60
23310 - Fire Extinguisher Repairer	31.03
23311 - Fuel Distribution System Mechanic	48.19
23312 - Fuel Distribution System Operator	39.84
23370 - General Maintenance Worker	26.65
23380 - Ground Support Equipment Mechanic	43.05
23381 - Ground Support Equipment Servicer	37.70
23382 - Ground Support Equipment Worker	39.73
23391 - Gunsmith I	31.03
23392 - Gunsmith II	34.63
23393 - Gunsmith III	37.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	35.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.62
23430 - Heavy Equipment Mechanic	36.87
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	32.42
23465 - Laboratory/Shelter Mechanic	36.12
23470 - Laborer	18.72
23510 - Locksmith	28.26
23530 - Machinery Maintenance Mechanic	31.74
23550 - Machinist, Maintenance	28.52
23580 - Maintenance Trades Helper	21.32
23591 - Metrology Technician I	32.42
23592 - Metrology Technician II	33.69
23593 - Metrology Technician III	34.95
23640 - Millwright	40.14
23710 - Office Appliance Repairer	29.06
23760 - Painter, Maintenance	28.45
23790 - Pipefitter, Maintenance	38.07
23810 - Plumber, Maintenance	36.64
23820 - Pneudraulic Systems Mechanic	37.53
23850 - Rigger	43.92
23870 - Scale Mechanic	34.63
23890 - Sheet-Metal Worker, Maintenance	34.57
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	49.52
23960 - Welder, Combination, Maintenance	27.65
23965 - Well Driller	37.06
23970 - Woodcraft Worker	37.53
23980 - Woodworker	31.03
24000 - Personal Needs Occupations	
24550 - Case Manager	22.52
24570 - Child Care Attendant	17.34
24580 - Child Care Center Clerk	21.63
24610 - Chore Aide	17.56
24620 - Family Readiness And Support Services Coordinator	22.52
24630 - Homemaker	22.63

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	46.63
25040 - Sewage Plant Operator	37.04
25070 - Stationary Engineer	46.63
25190 - Ventilation Equipment Tender	36.29
25210 - Water Treatment Plant Operator	37.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.40
27007 - Baggage Inspector	19.12
27008 - Corrections Officer	38.62
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	21.39
27040 - Detention Officer	38.62
27070 - Firefighter	44.02
27101 - Guard I	19.12
27102 - Guard II	21.39
27131 - Police Officer I	41.60
27132 - Police Officer II	46.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.44
28042 - Carnival Equipment Repairer	21.71
28043 - Carnival Worker	16.60***
28210 - Gate Attendant/Gate Tender	22.60
28310 - Lifeguard	16.58***
28350 - Park Attendant (Aide)	25.28
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	31.33
28630 - Sports Official	20.14
28690 - Swimming Pool Operator	24.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	40.74
29020 - Hatch Tender	40.74
29030 - Line Handler	40.74
29041 - Stevedore I	38.66
29042 - Stevedore II	43.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	53.11
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	40.33
30021 - Archeological Technician I	22.17
30022 - Archeological Technician II	24.79
30023 - Archeological Technician III	30.72
30030 - Cartographic Technician	30.72
30040 - Civil Engineering Technician	32.63
30051 - Cryogenic Technician I	34.02
30052 - Cryogenic Technician II	37.58
30061 - Drafter/CAD Operator I	22.17
30062 - Drafter/CAD Operator II	24.79
30063 - Drafter/CAD Operator III	27.64
30064 - Drafter/CAD Operator IV	34.02
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.97
30095 - Evidence Control Specialist	30.72
30210 - Laboratory Technician	28.48
30221 - Latent Fingerprint Technician I	34.38
30222 - Latent Fingerprint Technician II	37.97
30240 - Mathematical Technician	36.98
30361 - Paralegal/Legal Assistant I	25.38
30362 - Paralegal/Legal Assistant II	31.45
30363 - Paralegal/Legal Assistant III	38.46

30364 - Paralegal/Legal Assistant IV	46.53
30375 - Petroleum Supply Specialist	37.58
30390 - Photo-Optics Technician	30.72
30395 - Radiation Control Technician	37.58
30461 - Technical Writer I	30.50
30462 - Technical Writer II	37.31
30463 - Technical Writer III	45.13
30491 - Unexploded Ordnance (UXO) Technician I	33.76
30492 - Unexploded Ordnance (UXO) Technician II	40.84
30493 - Unexploded Ordnance (UXO) Technician III	48.95
30494 - Unexploded (UXO) Safety Escort	33.76
30495 - Unexploded (UXO) Sweep Personnel	33.76
30501 - Weather Forecaster I	34.02
30502 - Weather Forecaster II	41.38
30620 - Weather Observer, Combined Upper Air Or	(see 2) 27.64
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 30.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.84
31020 - Bus Aide	28.60
31030 - Bus Driver	36.87
31043 - Driver Courier	20.42
31260 - Parking and Lot Attendant	17.08***
31290 - Shuttle Bus Driver	19.88
31310 - Taxi Driver	17.57
31361 - Truckdriver, Light	21.69
31362 - Truckdriver, Medium	22.97
31363 - Truckdriver, Heavy	29.91
31364 - Truckdriver, Tractor-Trailer	29.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.91
99030 - Cashier	16.72***
99050 - Desk Clerk	18.28
99095 - Embalmer	39.23
99130 - Flight Follower	33.76
99251 - Laboratory Animal Caretaker I	19.89
99252 - Laboratory Animal Caretaker II	21.13
99260 - Marketing Analyst	44.95
99310 - Mortician	36.79
99410 - Pest Controller	22.37
99510 - Photofinishing Worker	25.06
99710 - Recycling Laborer	31.86
99711 - Recycling Specialist	36.39
99730 - Refuse Collector	29.57
99810 - Sales Clerk	17.41
99820 - School Crossing Guard	19.12
99830 - Survey Party Chief	33.29
99831 - Surveying Aide	24.15
99832 - Surveying Technician	30.18
99840 - Vending Machine Attendant	26.84
99841 - Vending Machine Repairer	31.82
99842 - Vending Machine Repairer Helper	26.84

***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 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."