

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00021	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY DETENTION 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) WEBB COUNTY OF WEBB CNTY SHERIFFS OFC ADMIN 902 VICTORIA ST LAREDO TX 780404456		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE RGDEVLDBFWD8		FACILITY CODE	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR18DIG000010	
		10B. DATED (SEE ITEM 13) 06/28/2018	

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 telegram 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 telegram or letter, provided each telegram or letter 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 date, 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) Bilateral Modification IAW 70CDCR18DIG000010

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: RGDEVLDBFWD8

 COR: [REDACTED]
 Phone: 956-389-[REDACTED]
 Email: [REDACTED]

ACOR: [REDACTED]
 Phone: 956-206-[REDACTED]
 Email: [REDACTED]

ACOR: [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.

15C. DATE SIGNED

7/12/23

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR18DIG000010/P00021

PAGE 2 OF 2

NAME OF OFFEROR OR CONTRACTOR
WEBB COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Phone: 956-389-[REDACTED] Email: [REDACTED]</p> <p>Contractor POC: [REDACTED] Phone: 615-263-[REDACTED] Email: [REDACTED]</p> <p>Contracting Officer: [REDACTED] Phone: 202-913-[REDACTED] Email: [REDACTED]</p> <p>There is no requisition associated with this modification.</p> <p>The purpose of modification P00021 is as follows:</p> <p>1. Extend the Period of Performance (PoP) for two and a half months from 1 Jul 23 - 15 Sep 23. The Government may require continued performance of any services within the limits and at the rates specified in the contract.</p> <p>2. Incorporate Wage Determination No: 2015-5239, Revision 22, dated 27 Dec 22. The Wage Determination is in effect from 1 Jul 23 - 15 Sep 23. Period of Performance: 07/01/2018 to 09/15/2023 --- All other terms and conditions shall remain the same.</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5239
Revision No.: 22
Date Of Last Revision: 12/27/2022

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 \$16.20 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 2023.</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 \$12.15 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 2023.</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.

State: Texas

Area: Texas County of Webb

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.41***
01012 - Accounting Clerk II		16.17***
01013 - Accounting Clerk III		18.09
01020 - Administrative Assistant		23.17
01035 - Court Reporter		16.28
01041 - Customer Service Representative I		13.39***
01042 - Customer Service Representative II		15.04***
01043 - Customer Service Representative III		16.43
01051 - Data Entry Operator I		12.21***
01052 - Data Entry Operator II		13.32***
01060 - Dispatcher, Motor Vehicle		18.04
01070 - Document Preparation Clerk		12.73***
01090 - Duplicating Machine Operator		12.73***
01111 - General Clerk I		13.13***
01112 - General Clerk II		14.33***
01113 - General Clerk III		16.08***

01120 - Housing Referral Assistant	18.15
01141 - Messenger Courier	11.95***
01191 - Order Clerk I	12.88***
01192 - Order Clerk II	14.05***
01261 - Personnel Assistant (Employment) I	15.38***
01262 - Personnel Assistant (Employment) II	17.20
01263 - Personnel Assistant (Employment) III	19.17
01270 - Production Control Clerk	17.58
01290 - Rental Clerk	13.99***
01300 - Scheduler, Maintenance	14.55***
01311 - Secretary I	14.55***
01312 - Secretary II	16.28
01313 - Secretary III	18.15
01320 - Service Order Dispatcher	16.13***
01410 - Supply Technician	23.17
01420 - Survey Worker	15.93***
01460 - Switchboard Operator/Receptionist	11.42***
01531 - Travel Clerk I	12.70***
01532 - Travel Clerk II	13.95***
01533 - Travel Clerk III	15.00***
01611 - Word Processor I	12.69***
01612 - Word Processor II	14.55***
01613 - Word Processor III	16.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.10
05010 - Automotive Electrician	16.77
05040 - Automotive Glass Installer	15.66***
05070 - Automotive Worker	15.66***
05110 - Mobile Equipment Servicer	13.57***
05130 - Motor Equipment Metal Mechanic	17.82
05160 - Motor Equipment Metal Worker	15.66***
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	12.62***
05250 - Motor Vehicle Upholstery Worker	14.62***
05280 - Motor Vehicle Wrecker	15.66***
05310 - Painter, Automotive	16.77
05340 - Radiator Repair Specialist	15.66***
05370 - Tire Repairer	13.25***
05400 - Transmission Repair Specialist	17.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.32***
07041 - Cook I	11.19***
07042 - Cook II	12.92***
07070 - Dishwasher	9.81***
07130 - Food Service Worker	12.51***
07210 - Meat Cutter	12.56***
07260 - Waiter/Waitress	9.15***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	12.24***
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	14.49***
09110 - Furniture Repairer, Minor	16.78
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.51***
11060 - Elevator Operator	11.26***
11090 - Gardener	17.53
11122 - Housekeeping Aide	11.26***
11150 - Janitor	11.26***
11210 - Laborer, Grounds Maintenance	13.77***
11240 - Maid or Houseman	10.41***
11260 - Pruner	12.53***
11270 - Tractor Operator	16.30
11330 - Trail Maintenance Worker	13.77***

11360 - Window Cleaner	12.38***
12000 - Health Occupations	
12010 - Ambulance Driver	17.25
12011 - Breath Alcohol Technician	20.75
12012 - Certified Occupational Therapist Assistant	31.79
12015 - Certified Physical Therapist Assistant	35.94
12020 - Dental Assistant	17.91
12025 - Dental Hygienist	45.25
12030 - EKG Technician	32.97
12035 - Electroneurodiagnostic Technologist	32.97
12040 - Emergency Medical Technician	17.25
12071 - Licensed Practical Nurse I	20.35
12072 - Licensed Practical Nurse II	22.77
12073 - Licensed Practical Nurse III	25.39
12100 - Medical Assistant	13.34***
12130 - Medical Laboratory Technician	22.21
12160 - Medical Record Clerk	14.87***
12190 - Medical Record Technician	16.63
12195 - Medical Transcriptionist	19.45
12210 - Nuclear Medicine Technologist	47.81
12221 - Nursing Assistant I	13.01***
12222 - Nursing Assistant II	14.62***
12223 - Nursing Assistant III	15.96***
12224 - Nursing Assistant IV	17.91
12235 - Optical Dispenser	17.37
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	17.53
12280 - Phlebotomist	16.48
12305 - Radiologic Technologist	28.19
12311 - Registered Nurse I	26.57
12312 - Registered Nurse II	32.50
12313 - Registered Nurse II, Specialist	32.50
12314 - Registered Nurse III	39.31
12315 - Registered Nurse III, Anesthetist	39.31
12316 - Registered Nurse IV	47.13
12317 - Scheduler (Drug and Alcohol Testing)	25.71
12320 - Substance Abuse Treatment Counselor	30.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.44
13012 - Exhibits Specialist II	31.54
13013 - Exhibits Specialist III	38.61
13041 - Illustrator I	25.67
13042 - Illustrator II	31.54
13043 - Illustrator III	38.61
13047 - Librarian	34.97
13050 - Library Aide/Clerk	18.30
13054 - Library Information Technology Systems Administrator	31.54
13058 - Library Technician	14.43***
13061 - Media Specialist I	22.75
13062 - Media Specialist II	25.44
13063 - Media Specialist III	28.39
13071 - Photographer I	22.14
13072 - Photographer II	24.77
13073 - Photographer III	30.69
13074 - Photographer IV	37.53
13075 - Photographer V	45.42
13090 - Technical Order Library Clerk	17.87
13110 - Video Teleconference Technician	19.21
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.88***
14042 - Computer Operator II	16.64
14043 - Computer Operator III	18.56
14044 - Computer Operator IV	20.62
14045 - Computer Operator V	22.84

14071 - Computer Programmer I	(see 1)	19.06
14072 - Computer Programmer II	(see 1)	23.61
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		14.88***
14160 - Personal Computer Support Technician		20.62
14170 - System Support Specialist		26.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.90
15020 - Aircrew Training Devices Instructor (Rated)		34.96
15030 - Air Crew Training Devices Instructor (Pilot)		41.90
15050 - Computer Based Training Specialist / Instructor		28.90
15060 - Educational Technologist		34.54
15070 - Flight Instructor (Pilot)		41.90
15080 - Graphic Artist		17.82
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.90
15086 - Maintenance Test Pilot, Rotary Wing		41.90
15088 - Non-Maintenance Test/Co-Pilot		41.90
15090 - Technical Instructor		22.40
15095 - Technical Instructor/Course Developer		26.85
15110 - Test Proctor		16.37
15120 - Tutor		16.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.61***
16030 - Counter Attendant		9.61***
16040 - Dry Cleaner		11.29***
16070 - Finisher, Flatwork, Machine		9.61***
16090 - Presser, Hand		9.61***
16110 - Presser, Machine, Drycleaning		9.61***
16130 - Presser, Machine, Shirts		9.61***
16160 - Presser, Machine, Wearing Apparel, Laundry		9.61***
16190 - Sewing Machine Operator		11.86***
16220 - Tailor		12.50***
16250 - Washer, Machine		10.07***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.25
19040 - Tool And Die Maker		24.06
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.83***
21030 - Material Coordinator		17.58
21040 - Material Expediter		17.58
21050 - Material Handling Laborer		13.62***
21071 - Order Filler		13.27***
21080 - Production Line Worker (Food Processing)		12.83***
21110 - Shipping Packer		13.89***
21130 - Shipping/Receiving Clerk		13.89***
21140 - Store Worker I		12.06***
21150 - Stock Clerk		16.09***
21210 - Tools And Parts Attendant		12.83***
21410 - Warehouse Specialist		12.83***
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		21.65
23019 - Aircraft Logs and Records Technician		16.78
23021 - Aircraft Mechanic I		20.45
23022 - Aircraft Mechanic II		21.65
23023 - Aircraft Mechanic III		22.81
23040 - Aircraft Mechanic Helper		14.49***
23050 - Aircraft, Painter		19.25
23060 - Aircraft Servicer		16.78
23070 - Aircraft Survival Flight Equipment Technician		19.25
23080 - Aircraft Worker		17.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		17.97

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	20.45
II	
23110 - Appliance Mechanic	19.25
23120 - Bicycle Repairer	15.58***
23125 - Cable Splicer	22.10
23130 - Carpenter, Maintenance	17.80
23140 - Carpet Layer	17.97
23160 - Electrician, Maintenance	20.79
23181 - Electronics Technician Maintenance I	17.97
23182 - Electronics Technician Maintenance II	19.25
23183 - Electronics Technician Maintenance III	20.45
23260 - Fabric Worker	16.78
23290 - Fire Alarm System Mechanic	20.45
23310 - Fire Extinguisher Repairer	15.58***
23311 - Fuel Distribution System Mechanic	20.45
23312 - Fuel Distribution System Operator	15.58***
23370 - General Maintenance Worker	13.48***
23380 - Ground Support Equipment Mechanic	20.45
23381 - Ground Support Equipment Servicer	16.78
23382 - Ground Support Equipment Worker	17.97
23391 - Gunsmith I	15.58***
23392 - Gunsmith II	17.97
23393 - Gunsmith III	20.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.13
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.24
23430 - Heavy Equipment Mechanic	17.62
23440 - Heavy Equipment Operator	17.19
23460 - Instrument Mechanic	20.45
23465 - Laboratory/Shelter Mechanic	19.25
23470 - Laborer	13.62***
23510 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	24.56
23550 - Machinist, Maintenance	20.45
23580 - Maintenance Trades Helper	13.42***
23591 - Metrology Technician I	20.45
23592 - Metrology Technician II	21.65
23593 - Metrology Technician III	22.81
23640 - Millwright	20.45
23710 - Office Appliance Repairer	16.65
23760 - Painter, Maintenance	15.59***
23790 - Pipefitter, Maintenance	19.37
23810 - Plumber, Maintenance	18.85
23820 - Pneudraulic Systems Mechanic	20.45
23850 - Rigger	20.45
23870 - Scale Mechanic	17.97
23890 - Sheet-Metal Worker, Maintenance	20.45
23910 - Small Engine Mechanic	17.97
23931 - Telecommunications Mechanic I	19.85
23932 - Telecommunications Mechanic II	21.00
23950 - Telephone Lineman	25.32
23960 - Welder, Combination, Maintenance	18.39
23965 - Well Driller	20.45
23970 - Woodcraft Worker	20.45
23980 - Woodworker	15.58***
24000 - Personal Needs Occupations	
24550 - Case Manager	17.53
24570 - Child Care Attendant	9.00***
24580 - Child Care Center Clerk	11.23***
24610 - Chore Aide	10.62***
24620 - Family Readiness And Support Services Coordinator	17.53
24630 - Homemaker	17.53

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.45
25040 - Sewage Plant Operator	19.25
25070 - Stationary Engineer	20.45
25190 - Ventilation Equipment Tender	14.49***
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.88
27007 - Baggage Inspector	11.02***
27008 - Corrections Officer	19.22
27010 - Court Security Officer	22.61
27030 - Detection Dog Handler	14.63***
27040 - Detention Officer	19.22
27070 - Firefighter	25.74
27101 - Guard I	11.02***
27102 - Guard II	14.63***
27131 - Police Officer I	32.80
27132 - Police Officer II	36.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.18***
28042 - Carnival Equipment Repairer	13.09***
28043 - Carnival Worker	9.36***
28210 - Gate Attendant/Gate Tender	15.16***
28310 - Lifeguard	11.36***
28350 - Park Attendant (Aide)	16.95
28510 - Recreation Aide/Health Facility Attendant	12.29***
28515 - Recreation Specialist	20.85
28630 - Sports Official	13.50***
28690 - Swimming Pool Operator	15.11***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.97
29020 - Hatch Tender	17.97
29030 - Line Handler	17.97
29041 - Stevedore I	16.78
29042 - Stevedore II	19.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.56
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.35
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.32
30021 - Archeological Technician I	18.34
30022 - Archeological Technician II	20.51
30023 - Archeological Technician III	25.42
30030 - Cartographic Technician	25.42
30040 - Civil Engineering Technician	23.14
30051 - Cryogenic Technician I	28.15
30052 - Cryogenic Technician II	31.09
30061 - Drafter/CAD Operator I	18.34
30062 - Drafter/CAD Operator II	20.51
30063 - Drafter/CAD Operator III	22.87
30064 - Drafter/CAD Operator IV	28.15
30081 - Engineering Technician I	16.18***
30082 - Engineering Technician II	17.73
30083 - Engineering Technician III	20.31
30084 - Engineering Technician IV	25.16
30085 - Engineering Technician V	30.05
30086 - Engineering Technician VI	36.47
30090 - Environmental Technician	25.42
30095 - Evidence Control Specialist	25.42
30210 - Laboratory Technician	22.87
30221 - Latent Fingerprint Technician I	28.15
30222 - Latent Fingerprint Technician II	31.09
30240 - Mathematical Technician	25.42
30361 - Paralegal/Legal Assistant I	20.48
30362 - Paralegal/Legal Assistant II	25.37
30363 - Paralegal/Legal Assistant III	31.03

30364 - Paralegal/Legal Assistant IV	37.55
30375 - Petroleum Supply Specialist	31.09
30390 - Photo-Optics Technician	25.42
30395 - Radiation Control Technician	31.09
30461 - Technical Writer I	25.42
30462 - Technical Writer II	31.09
30463 - Technical Writer III	37.61
30491 - Unexploded Ordnance (UXO) Technician I	27.05
30492 - Unexploded Ordnance (UXO) Technician II	32.72
30493 - Unexploded Ordnance (UXO) Technician III	39.22
30494 - Unexploded (UXO) Safety Escort	27.05
30495 - Unexploded (UXO) Sweep Personnel	27.05
30501 - Weather Forecaster I	28.15
30502 - Weather Forecaster II	34.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.87
30621 - Weather Observer, Senior	(see 2) 25.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.72
31020 - Bus Aide	14.98***
31030 - Bus Driver	20.53
31043 - Driver Courier	18.41
31260 - Parking and Lot Attendant	12.89***
31290 - Shuttle Bus Driver	18.04
31310 - Taxi Driver	11.32***
31361 - Truckdriver, Light	19.84
31362 - Truckdriver, Medium	21.39
31363 - Truckdriver, Heavy	21.41
31364 - Truckdriver, Tractor-Trailer	21.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.95***
99030 - Cashier	11.00***
99050 - Desk Clerk	10.57***
99095 - Embalmer	27.05
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	17.45
99252 - Laboratory Animal Caretaker II	18.76
99260 - Marketing Analyst	29.89
99310 - Mortician	27.05
99410 - Pest Controller	19.51
99510 - Photofinishing Worker	14.21***
99710 - Recycling Laborer	16.68
99711 - Recycling Specialist	19.74
99730 - Refuse Collector	15.17***
99810 - Sales Clerk	11.26***
99820 - School Crossing Guard	13.41***
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	15.74***
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	17.45
99841 - Vending Machine Repairer	21.65
99842 - Vending Machine Repairer Helper	17.45

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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; 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))."