

2. AMENDMENT/MODIFICATION NO. P00009
 3. EFFECTIVE DATE See Block 16C
 4. REQUISITION/PURCHASE REQ. NO.
 5. PROJECT NO. (If applicable)

6. ISSUED BY CODE 70CDCR
 7. ADMINISTERED BY (If other than Item 6) CODE ICE/DCR
 DETENTION COMPLIANCE AND REMOVALS
 U.S. Immigration and Customs Enforcement
 Office of Acquisition Management
 801 I ST NW, [REDACTED]
 WASHINGTON DC 20536
 ICE/Detention Compliance & Removals
 Immigration and Customs Enforcement
 Office of Acquisition Management
 801 I Street NW, [REDACTED]
 Washington DC 20536

8. NAME AND ADDRESS OF CONTRACTOR (No. street, county, State and ZIP Code)
 JACKSON PARISH OF
 ATTN ANDY BROWN
 500 EAST COURT STREET
 ROOM 100
 JONESBORO LA 712513400
 9A. AMENDMENT OF SOLICITATION NO. (x)
 9B. DATED (SEE ITEM 11)
 10A. MODIFICATION OF CONTRACT/ORDER NO. x
 70CDCR19DIG000005
 10B. DATED (SEE ITEM 13)
 03/14/2019
 CODE CAG5MJ5BMRZ9 FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended.
 Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or 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:
 D. OTHER (Specify type of modification and authority)
 X IAW IGSA 70CDCR19DIG000005

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.)

Contracting Officer: [REDACTED]
 County POC: Sheriff Brown, [REDACTED]
 CORs:
 [REDACTED]

LaSalle (Subk) POC: [REDACTED]

The purpose of this modification is to incorporate the following changes into this agreement:
 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)
 Andy Brown, Sheriff
 15. DATE SIGNED
 [REDACTED]
 [REDACTED] authorized to sign)

NAME OF OFFEROR OR CONTRACTOR
JACKSON PARISH OF

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1) Removal of the Guaranteed Minimum. CLIN 0001 is now a Facility Operations Charge (FOC) of [REDACTED]. This is a Fixed Price CLIN to be invoiced on a monthly basis and provides for a minimum of [REDACTED] detention beds to ICE on a daily basis.</p> <p>2) Update the Detention Bed Day Rates. Beds [REDACTED] will be invoiced at a rate of [REDACTED]/bed and beds [REDACTED] will be invoiced at a rate of [REDACTED]/bed. These rates are reflected at CLIN 0001a.</p> <p>3) Incorporation of Virtual Attorney Visitation and Transgender Care requirements. These requirements are outlined in the attached memorandum, "70CDCR19DIG000010 Virtual Attorney Visitation (VAV) and Transgender Care" dated March 2022. The facility has the capacity to provide care for up to 10 transgender detainees. In the event that the transgender population at the facility exceeds 10 detainees, a separate bed day rate will be negotiated to ensure that that the service provider is adequately reimbursed for the increased costs of care.</p> <p>4) Update the applicable Wage Determination. In accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination No. 2015-5203 Revision 19, is hereby attached and incorporated with an effective date of 5/13/2022.</p> <p>The following payroll data must be submitted to support any request for a price adjustment:</p> <ul style="list-style-type: none"> A. Employee Name and WD Job Classification Title/Number B. Actual hours paid and/or worked C. Actual hourly wage and wage rates used in previous performance period D. Actual H&W wages and rates used in previous performance period E. How was H&W paid? (i.e., cash to employees or paid to third party) F. Applicable workers compensation rate (if H&W was paid in cash to employee) G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR19DIG000005/P00009

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NAME OF OFFEROR OR CONTRACTOR
JACKSON PARISH OF

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	<p>Allowance (SUTA)</p> <p>The Contractor shall notify the Contracting Officer of any price increase claimed under clause 52.222-43 within 30 calendar days of receiving a copy of the completed modification incorporating the new wage determination. Period of Performance: 03/14/2019 to 03/13/2024</p> <p>Change Item 0001 to read as follows (amount shown is the obligated amount):</p> <p>Facility Operations Charge This is a Fixed Price CLIN to be invoiced monthly at a rate of [REDACTED] per month Includes [REDACTED] Contract Detention Processing Officers and an estimated use of [REDACTED] beds per day. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
0001A	<p>Change Item 0001A to read as follows (amount shown is the obligated amount):</p> <p>Detention Bed Day Rates Beds [REDACTED] Beds [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				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 Wage Determination No.: 2015-5203 Revision No.: 19 Date Of Last Revision: 03/15/2022
Daniel W. Simms Director	Division of Wage Determinations

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
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:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Louisiana

Area: Louisiana Parishes of Bienville Claiborne East Carroll Jackson
 Lincoln Madison Morehouse Richland West Carroll

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

OCCUPATION CODE	TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations			
01011	Accounting Clerk I		14.22***
01012	Accounting Clerk II		15.96
01013	Accounting Clerk III		17.86
01020	Administrative Assistant		18.47
01035	Court Reporter		19.24
01041	Customer Service Representative I		11.85***
01042	Customer Service Representative II		13.32***
01043	Customer Service Representative III		14.64***
01051	Data Entry Operator I		12.56***
01052	Data Entry Operator II		13.71***
01060	Dispatcher Motor Vehicle		17.61
01070	Document Preparation Clerk		12.76***
01090	Duplicating Machine Operator		12.76***
01111	General Clerk I		11.79***
01112	General Clerk II		12.87***

01113 - General Clerk III	14.45***
01120 - Housing Referral Assistant	17.86
01141 Messenger Courier	10.40***
01191 - Order Clerk I	12.75***
01192 - Order Clerk II	13.92***
01261 - Personnel Assistant (Employment) I	14.33***
01262 Personnel Assistant (Employment) II	16.02
01263 - Personnel Assistant (Employment) III	17.86
01270 - Production Control Clerk	17.86
01290 - Rental Clerk	13.12***
01300 Scheduler Maintenance	14.33***
01311 - Secretary I	14.33***
01312 - Secretary II	16.02
01313 - Secretary III	17.86
01320 Service Order Dispatcher	15.75
01410 - Supply Technician	18.47
01420 - Survey Worker	15.28
01460 - Switchboard Operator/Receptionist	11.05***
01531 Travel Clerk I	13.01***
01532 - Travel Clerk II	13.94***
01533 - Travel Clerk III	14.66***
01611 - Word Processor I	13.43***
01612 Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.91
05010 Automotive Electrician	19.95
05040 - Automotive Glass Installer	18.61
05070 - Automotive Worker	18.61
05110 - Mobile Equipment Servicer	16.31
05130 Motor Equipment Metal Mechanic	21.22
05160 - Motor Equipment Metal Worker	18.61
05190 - Motor Vehicle Mechanic	21.22
05220 - Motor Vehicle Mechanic Helper	15.27
05250 Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	18.61
05310 - Painter Automotive	19.95
05340 - Radiator Repair Specialist	18.61
05370 Tire Repairer	15.76
05400 - Transmission Repair Specialist	21.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.11***
07041 Cook I	10.21***
07042 - Cook II	12.02***
07070 - Dishwasher	9.09***
07130 - Food Service Worker	8.88***
07210 Meat Cutter	15.94
07260 - Waiter/Waitress	8.81***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.73
09040 Furniture Handler	12.86***
09080 - Furniture Refinisher	22.73
09090 - Furniture Refinisher Helper	16.28
09110 - Furniture Repairer Minor	19.65
09130 Upholsterer	22.73
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.60***
11060 - Elevator Operator	9.60***
11090 Gardener	15.49
11122 - Housekeeping Aide	9.54***
11150 - Janitor	9.54***
11210 - Laborer Grounds Maintenance	11.06***
11240 Maid or Houseman	8.96***
11260 - Pruner	9.54***
11270 - Tractor Operator	14.00***

11330 - Trail Maintenance Worker	11.06***
11360 - Window Cleaner	11.10***
12000 Health Occupations	
12010 - Ambulance Driver	15.63
12011 - Breath Alcohol Technician	18.31
12012 - Certified Occupational Therapist Assistant	30.24
12015 - Certified Physical Therapist Assistant	30.10
12020 - Dental Assistant	16.64
12025 - Dental Hygienist	36.62
12030 - EKG Technician	27.74
12035 - Electroneurodiagnostic Technologist	27.74
12040 - Emergency Medical Technician	15.63
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.41
12100 - Medical Assistant	13.54***
12130 - Medical Laboratory Technician	24.94
12160 - Medical Record Clerk	15.26
12190 - Medical Record Technician	17.06
12195 - Medical Transcriptionist	16.13
12210 - Nuclear Medicine Technologist	40.23
12221 - Nursing Assistant I	9.30***
12222 - Nursing Assistant II	10.45***
12223 - Nursing Assistant III	11.40***
12224 - Nursing Assistant IV	12.81***
12235 - Optical Dispenser	20.89
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	13.57***
12305 - Radiologic Technologist	24.64
12311 - Registered Nurse I	24.98
12312 - Registered Nurse II	30.56
12313 - Registered Nurse II Specialist	30.56
12314 - Registered Nurse III	36.98
12315 - Registered Nurse III Anesthetist	36.98
12316 - Registered Nurse IV	44.32
12317 - Scheduler (Drug and Alcohol Testing)	22.68
12320 - Substance Abuse Treatment Counselor	21.25
13000 Information And Arts Occupations	
13011 - Exhibits Specialist I	17.27
13012 - Exhibits Specialist II	21.88
13013 - Exhibits Specialist III	26.17
13041 - Illustrator I	17.27
13042 - Illustrator II	21.88
13043 - Illustrator III	26.17
13047 - Librarian	23.69
13050 - Library Aide/Clerk	13.75***
13054 - Library Information Technology Systems Administrator	21.39
13058 - Library Technician	16.12
13061 - Media Specialist I	15.44
13062 - Media Specialist II	17.27
13063 - Media Specialist III	19.25
13071 - Photographer I	15.44
13072 - Photographer II	17.27
13073 - Photographer III	21.39
13074 - Photographer IV	26.17
13075 - Photographer V	31.67
13090 - Technical Order Library Clerk	17.27
13110 - Video Teleconference Technician	15.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.35
14042 - Computer Operator II	16.62
14043 - Computer Operator III	19.74
14044 - Computer Operator IV	21.93

14045 - Computer Operator V		24.29
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.35
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		24.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.22
15020 - Aircrew Training Devices Instructor (Rated)		32.13
15030 - Air Crew Training Devices Instructor (Pilot)		38.52
15050 - Computer Based Training Specialist / Instructor		27.30
15060 - Educational Technologist		28.12
15070 - Flight Instructor (Pilot)		38.52
15080 - Graphic Artist		23.52
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.52
15086 - Maintenance Test Pilot Rotary Wing		38.52
15088 - Non-Maintenance Test/Co-Pilot		38.52
15090 - Technical Instructor		19.23
15095 - Technical Instructor/Course Developer		23.52
15110 - Test Proctor		15.52
15120 - Tutor		15.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.03***
16030 - Counter Attendant		10.03***
16040 - Dry Cleaner		11.87***
16070 - Finisher Flatwork Machine		10.03***
16090 - Presser Hand		10.03***
16110 - Presser Machine Drycleaning		10.03***
16130 - Presser Machine Shirts		10.03***
16160 - Presser Machine Wearing Apparel Laundry		10.03***
16190 - Sewing Machine Operator		12.58***
16220 - Tailor		13.26***
16250 - Washer Machine		10.60***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.73
19040 - Tool And Die Maker		28.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.37
21030 - Material Coordinator		20.96
21040 - Material Expediter		20.96
21050 - Material Handling Laborer		14.85***
21071 - Order Filler		11.15***
21080 - Production Line Worker (Food Processing)		17.37
21110 - Shipping Packer		14.12***
21130 - Shipping/Receiving Clerk		14.12***
21140 - Store Worker I		11.97***
21150 - Stock Clerk		17.80
21210 - Tools And Parts Attendant		17.37
21410 - Warehouse Specialist		17.37
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.58
23019 - Aircraft Logs and Records Technician		19.65
23021 - Aircraft Mechanic I		24.18
23022 - Aircraft Mechanic II		25.58
23023 - Aircraft Mechanic III		26.98
23040 - Aircraft Mechanic Helper		16.56
23050 - Aircraft Painter		22.73
23060 - Aircraft Servicer		19.65
23070 - Aircraft Survival Flight Equipment Technician		22.73
23080 - Aircraft Worker		21.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.18
23110 - Appliance Mechanic	22.73
23120 - Bicycle Repairer	18.01
23125 - Cable Splicer	26.93
23130 - Carpenter Maintenance	18.14
23140 - Carpet Layer	21.20
23160 - Electrician Maintenance	26.37
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.73
23183 - Electronics Technician Maintenance III	24.65
23260 - Fabric Worker	19.65
23290 - Fire Alarm System Mechanic	24.18
23310 - Fire Extinguisher Repairer	18.01
23311 - Fuel Distribution System Mechanic	24.18
23312 - Fuel Distribution System Operator	18.01
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	24.18
23381 - Ground Support Equipment Servicer	19.65
23382 - Ground Support Equipment Worker	21.20
23391 - Gunsmith I	18.01
23392 - Gunsmith II	21.20
23393 - Gunsmith III	24.18
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.19
23430 - Heavy Equipment Mechanic	26.44
23440 - Heavy Equipment Operator	19.17
23460 - Instrument Mechanic	24.18
23465 - Laboratory/Shelter Mechanic	22.73
23470 - Laborer	14.49***
23510 - Locksmith	22.73
23530 - Machinery Maintenance Mechanic	25.78
23550 - Machinist Maintenance	23.05
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	24.18
23592 - Metrology Technician II	25.58
23593 - Metrology Technician III	26.98
23640 - Millwright	25.50
23710 - Office Appliance Repairer	22.73
23760 - Painter Maintenance	22.61
23790 - Pipefitter Maintenance	25.38
23810 - Plumber Maintenance	23.86
23820 - Pneudraulic Systems Mechanic	24.18
23850 - Rigger	24.18
23870 - Scale Mechanic	21.20
23890 - Sheet-Metal Worker Maintenance	24.18
23910 - Small Engine Mechanic	21.20
23931 - Telecommunications Mechanic I	33.79
23932 - Telecommunications Mechanic II	35.75
23950 - Telephone Lineman	24.04
23960 - Welder Combination Maintenance	20.62
23965 - Well Driller	24.18
23970 - Woodcraft Worker	24.18
23980 - Woodworker	18.01
24000 - Personal Needs Occupations	
24550 - Case Manager	14.53***
24570 - Child Care Attendant	9.49***
24580 - Child Care Center Clerk	13.02***
24610 - Chore Aide	8.75***
24620 - Family Readiness And Support Services Coordinator	14.53***

24630 - Homemaker	14.53***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.18
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	24.18
25190 - Ventilation Equipment Tender	16.28
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88***
27007 - Baggage Inspector	11.72***
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	13.12***
27040 - Detention Officer	17.31
27070 - Firefighter	18.39
27101 - Guard I	11.72***
27102 - Guard II	13.12***
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.96***
28042 - Carnival Equipment Repairer	10.79***
28043 - Carnival Worker	8.03***
28210 - Gate Attendant/Gate Tender	13.13***
28310 - Lifeguard	11.70***
28350 - Park Attendant (Aide)	14.68***
28510 - Recreation Aide/Health Facility Attendant	10.72***
28515 - Recreation Specialist	17.55
28630 - Sports Official	11.70***
28690 - Swimming Pool Operator	22.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.84
29020 - Hatch Tender	22.84
29030 - Line Handler	22.84
29041 - Stevedore I	21.16
29042 - Stevedore II	24.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.73
30023 - Archeological Technician III	24.44
30030 - Cartographic Technician	24.44
30040 - Civil Engineering Technician	23.81
30051 - Cryogenic Technician I	23.47
30052 - Cryogenic Technician II	25.92
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.73
30063 - Drafter/CAD Operator III	22.00
30064 - Drafter/CAD Operator IV	27.08
30081 - Engineering Technician I	15.31
30082 - Engineering Technician II	19.06
30083 - Engineering Technician III	21.32
30084 - Engineering Technician IV	26.42
30085 - Engineering Technician V	32.32
30086 - Engineering Technician VI	38.24
30090 - Environmental Technician	23.81
30095 - Evidence Control Specialist	21.19
30210 - Laboratory Technician	22.86
30221 - Latent Fingerprint Technician I	23.47
30222 - Latent Fingerprint Technician II	25.92
30240 - Mathematical Technician	24.44
30361 - Paralegal/Legal Assistant I	18.03
30362 - Paralegal/Legal Assistant II	22.34

30363 - Paralegal/Legal Assistant III	27.32
30364 - Paralegal/Legal Assistant IV	33.07
30375 - Petroleum Supply Specialist	25.92
30390 - Photo-Optics Technician	24.44
30395 - Radiation Control Technician	25.92
30461 - Technical Writer I	24.44
30462 - Technical Writer II	31.19
30463 - Technical Writer III	37.52
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.08
30502 - Weather Forecaster II	32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.00
30621 - Weather Observer Senior	(see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	11.66***
31030 - Bus Driver	17.82
31043 - Driver Courier	12.78***
31260 - Parking and Lot Attendant	10.03***
31290 - Shuttle Bus Driver	13.16***
31310 - Taxi Driver	11.98***
31361 - Truckdriver Light	13.16***
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	20.80
31364 - Truckdriver Tractor-Trailer	20.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.13***
99050 - Desk Clerk	10.63***
99095 - Embalmer	25.35
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	10.44***
99252 - Laboratory Animal Caretaker II	11.39***
99260 - Marketing Analyst	25.55
99310 - Mortician	25.35
99410 - Pest Controller	20.49
99510 - Photofinishing Worker	13.45***
99710 - Recycling Laborer	16.69
99711 - Recycling Specialist	21.13
99730 - Refuse Collector	14.35***
99810 - Sales Clerk	12.21***
99820 - School Crossing Guard	13.48***
99830 - Survey Party Chief	20.12
99831 - Surveying Aide	12.32***
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	19.85
99841 - Vending Machine Repairer	25.86
99842 - Vending Machine Repairer Helper	19.85

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer

professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."