

2. AMENDMENT/MODIFICATION NO. P00010	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) JACKSON PARISH OF ATTN [REDACTED] 500 EAST COURT STREET ROOM 100 JONESBORO LA 712513400	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR19DIG000005
	10B. DATED (SEE ITEM 13) 03/14/2019

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) IAW IGSA 70CDCR19DIG000005

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: CAG5MJ5BMRZ9
 [REDACTED] (682) 308-[REDACTED]@ice.dhs.gov;
 County POC: Sheriff [REDACTED]@jacksonparishsheriff.com
 CORs:
 [REDACTED]@ice.dhs.gov;
 [REDACTED]@ice.dhs.gov;
 [REDACTED]@ice.dhs.gov;
 LaSalle (Subk) POC: [REDACTED]@aol.com; [REDACTED]@aol.com

The purpose of this modification is to update the applicable Wage Determination. In Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A

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

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>accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination No. 2015-5203 Revision 21, is hereby attached and incorporated with an effective date of 12/27/2022.</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 Allowance (SUTA)) <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.</p> <p>Attachment A: Wage Determination Number 2015-5203 Revision Number 21 dated 12/27/2022.</p> <p>All other terms and conditions remain unchanged. Period of Performance: 03/14/2019 to 03/13/2024</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>				

"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.: 2015-5203 Revision No.: 21 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.

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 \$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.
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 \$12.15 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.

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: 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
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01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.94***
01012 - Accounting Clerk II	16.77
01013 - Accounting Clerk III	18.76
01020 - Administrative Assistant	20.32
01035 - Court Reporter	19.24
01041 - Customer Service Representative I	13.04***
01042 - Customer Service Representative II	14.65***
01043 - Customer Service Representative III	16.10***
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	20.32
01420 - Survey Worker	15.28***
01460 - Switchboard Operator/Receptionist	11.31***
01531 - Travel Clerk I	13.50***
01532 - Travel Clerk II	14.48***
01533 - Travel Clerk III	15.15***
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	21.71
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	14.42***
07041 - Cook I	11.08***
07042 - Cook II	13.05***
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	23.64
09040 - Furniture Handler	13.37***
09080 - Furniture Refinisher	23.64
09090 - Furniture Refinisher Helper	16.93
09110 - Furniture Repairer, Minor	20.44
09130 - Upholsterer	23.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.56***
11060 - Elevator Operator	10.56***
11090 - Gardener	17.04
11122 - Housekeeping Aide	9.54***
11150 - Janitor	9.54***
11210 - Laborer, Grounds Maintenance	12.17***
11240 - Maid or Houseman	9.86***
11260 - Pruner	10.49***
11270 - Tractor Operator	15.40***
11330 - Trail Maintenance Worker	12.17***
11360 - Window Cleaner	11.10***
12000 - Health Occupations	
12010 - Ambulance Driver	17.19
12011 - Breath Alcohol Technician	19.13
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	29.00
12035 - Electroneurodiagnostic Technologist	29.00
12040 - Emergency Medical Technician	17.19
12071 - Licensed Practical Nurse I	17.10
12072 - Licensed Practical Nurse II	19.13
12073 - Licensed Practical Nurse III	21.33
12100 - Medical Assistant	13.54***
12130 - Medical Laboratory Technician	27.43

12160 - Medical Record Clerk	15.26***
12190 - Medical Record Technician	17.06
12195 - Medical Transcriptionist	17.10
12210 - Nuclear Medicine Technologist	42.06
12221 - Nursing Assistant I	10.23***
12222 - Nursing Assistant II	11.50***
12223 - Nursing Assistant III	12.54***
12224 - Nursing Assistant IV	14.09***
12235 - Optical Dispenser	20.89
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	15.96***
12280 - Phlebotomist	14.11***
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)	23.71
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		28.86
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		10.28***
16030 - Counter Attendant		10.28***
16040 - Dry Cleaner		12.16***
16070 - Finisher, Flatwork, Machine		10.28***
16090 - Presser, Hand		10.28***
16110 - Presser, Machine, Drycleaning		10.28***
16130 - Presser, Machine, Shirts		10.28***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.28***
16190 - Sewing Machine Operator		12.89***
16220 - Tailor		13.59***
16250 - Washer, Machine		10.86***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.64
19040 - Tool And Die Maker		29.54
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.07
21030 - Material Coordinator		20.96
21040 - Material Expediter		20.96
21050 - Material Handling Laborer		14.85***
21071 - Order Filler		12.16***
21080 - Production Line Worker (Food Processing)		18.07
21110 - Shipping Packer		14.12***
21130 - Shipping/Receiving Clerk		14.12***

21140 - Store Worker I	12.43***
21150 - Stock Clerk	18.46
21210 - Tools And Parts Attendant	18.07
21410 - Warehouse Specialist	18.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.66
23019 - Aircraft Logs and Records Technician	20.44
23021 - Aircraft Mechanic I	25.20
23022 - Aircraft Mechanic II	26.66
23023 - Aircraft Mechanic III	28.12
23040 - Aircraft Mechanic Helper	16.93
23050 - Aircraft, Painter	23.64
23060 - Aircraft Servicer	20.44
23070 - Aircraft Survival Flight Equipment Technician	23.64
23080 - Aircraft Worker	22.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.20
23110 - Appliance Mechanic	23.64
23120 - Bicycle Repairer	18.73
23125 - Cable Splicer	29.62
23130 - Carpenter, Maintenance	18.14
23140 - Carpet Layer	22.06
23160 - Electrician, Maintenance	26.37
23181 - Electronics Technician Maintenance I	22.06
23182 - Electronics Technician Maintenance II	23.64
23183 - Electronics Technician Maintenance III	25.20
23260 - Fabric Worker	20.44
23290 - Fire Alarm System Mechanic	25.20
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System Mechanic	25.20
23312 - Fuel Distribution System Operator	18.73
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	25.20
23381 - Ground Support Equipment Servicer	20.44
23382 - Ground Support Equipment Worker	22.06
23391 - Gunsmith I	18.73
23392 - Gunsmith II	22.06
23393 - Gunsmith III	25.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.92
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.19
23430 - Heavy Equipment Mechanic	26.95
23440 - Heavy Equipment Operator	19.17
23460 - Instrument Mechanic	25.20
23465 - Laboratory/Shelter Mechanic	23.64
23470 - Laborer	14.49***

23510 - Locksmith	23.64
23530 - Machinery Maintenance Mechanic	26.77
23550 - Machinist, Maintenance	23.05
23580 - Maintenance Trades Helper	15.27***
23591 - Metrology Technician I	25.20
23592 - Metrology Technician II	26.66
23593 - Metrology Technician III	28.12
23640 - Millwright	28.05
23710 - Office Appliance Repairer	23.64
23760 - Painter, Maintenance	22.61
23790 - Pipefitter, Maintenance	25.38
23810 - Plumber, Maintenance	23.86
23820 - Pneudraulic Systems Mechanic	25.20
23850 - Rigger	25.20
23870 - Scale Mechanic	22.06
23890 - Sheet-Metal Worker, Maintenance	25.20
23910 - Small Engine Mechanic	22.06
23931 - Telecommunications Mechanic I	33.79
23932 - Telecommunications Mechanic II	35.75
23950 - Telephone Lineman	25.20
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	25.20
23970 - Woodcraft Worker	25.20
23980 - Woodworker	18.73
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	12.57***
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	14.06***
27040 - Detention Officer	17.31
27070 - Firefighter	18.39
27101 - Guard I	12.57***
27102 - Guard II	14.06***
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	13.46***
28310 - Lifeguard	11.99***
28350 - Park Attendant (Aide)	15.05***
28510 - Recreation Aide/Health Facility Attendant	10.99***
28515 - Recreation Specialist	18.65
28630 - Sports Official	11.99***
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)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
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	18.12
30362 - Paralegal/Legal Assistant II	22.45
30363 - Paralegal/Legal Assistant III	27.47
30364 - Paralegal/Legal Assistant IV	33.22

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	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	27.08
30502 - Weather Forecaster II	32.94
30620 - Weather Observer, Combined Upper Air Or (see 2)	22.00
Surface Programs	
30621 - Weather Observer, Senior (see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
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	13.81***
31362 - Truckdriver, Medium	15.99***
31363 - Truckdriver, Heavy	20.80
31364 - Truckdriver, Tractor-Trailer	20.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	9.13***
99050 - Desk Clerk	10.63***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	11.13***
99252 - Laboratory Animal Caretaker II	12.31***
99260 - Marketing Analyst	25.55
99310 - Mortician	26.22
99410 - Pest Controller	22.54
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	16.69
99711 - Recycling Specialist	21.13
99730 - Refuse Collector	14.35***
99810 - Sales Clerk	12.21***
99820 - School Crossing Guard	13.98***
99830 - Survey Party Chief	20.83
99831 - Surveying Aide	12.76***
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	20.59

99841 - Vending Machine Repairer	26.82
99842 - Vending Machine Repairer Helper	20.59

***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, 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: 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))."