

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES 1 2									
2. AMENDMENT/MODIFICATION NO. P00041		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO.									
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		5. PROJECT NO. (If applicable)									
		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) TORRANCE COUNTY OF PO BOX 48 ESTANCIA NM 870160048		(x) 9A. AMENDMENT OF SOLICITATION NO.											
		9B. DATED (SEE ITEM 11)											
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR19DIG000009											
		10B. DATED (SEE ITEM 13) 05/15/2019											
CODE Q8N2MFFYFMC4		FACILITY CODE											
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS													
☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended. ☐ is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.													
12. ACCOUNTING AND APPROPRIATION DATA (If required) See Schedule													
13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.													
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%; text-align: center;">CHECK ONE</td> <td>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.</td> </tr> <tr> <td></td> <td>B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).</td> </tr> <tr> <td></td> <td>C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:</td> </tr> <tr> <td style="text-align: center;">X</td> <td>D. OTHER (Specify type of modification and authority) IAW 70CDCR19DIG000009</td> </tr> </table>						CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.		B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).		C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:	X	D. OTHER (Specify type of modification and authority) IAW 70CDCR19DIG000009
CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.												
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).												
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:												
X	D. OTHER (Specify type of modification and authority) IAW 70CDCR19DIG000009												
E. IMPORTANT: Contractor ☐ is not ☒ is required to sign this document and return <u>1</u> copies to the issuing office.													
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)													
UEI: Q8N2MFFYFMC4 CONTACT INFORMATION Contracting Officer's Representative (COR): [REDACTED] Contracting Officer's Representative (COR): [REDACTED] POC/Acceptor: [REDACTED] Contracting Officer: [REDACTED] 202-878- [REDACTED] Contract Specialist: [REDACTED] 682-308- [REDACTED]													
The purpose of this modification is to:													
1. Extend the current contract period of performance end date from 03/31/2025 to 10/31/2025.													
Continued ...													
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.													
15A. NAME AND TITLE OF SIGNER (Type or print) Torrence County Commission Chair		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) [REDACTED]											
15B. [REDACTED]		15C. DATE SIGNED 3/26/2025		16B. UNITED STATES OF AMERICA [REDACTED] (Signature of Contracting Officer)									
				16C. DATE SIGNED Date: 2025.03.31 10:42:38 -04'00'									

NAME OF OFFEROR OR CONTRACTOR
TORRANCE COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	The rates on the contract will remain the same for this time period with the exception of any valid cost adjustments associated with Department of Labor updates, CBA updates or any change in scope of services. 2. Incorporate Department of Labor (DOL) Wage Determination (WD) 2015-5443, revision 24, dated December 23, 2024 (see attachment A). The new WD is effective April 1, 2025. The service provider shall notify the CO of any increase claimed within 30 days after receipt of this modification. Period of Performance: 05/15/2019 to 10/31/2025				

"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.: 2015-5443
Revision No.: 24
Date Of Last Revision: 12/23/2024

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: New Mexico

Area: New Mexico Counties of Bernalillo, Sandoval, Torrance, Valencia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.63***
01012 - Accounting Clerk II		18.67
01013 - Accounting Clerk III		20.88
01020 - Administrative Assistant		33.05
01035 - Court Reporter		29.98
01041 - Customer Service Representative I		14.50***
01042 - Customer Service Representative II		15.82***
01043 - Customer Service Representative III		17.75
01051 - Data Entry Operator I		15.05***
01052 - Data Entry Operator II		16.42***
01060 - Dispatcher, Motor Vehicle		20.92
01070 - Document Preparation Clerk		18.90
01090 - Duplicating Machine Operator		18.90
01111 - General Clerk I		14.92***
01112 - General Clerk II		16.28***
01113 - General Clerk III		18.28

01120 - Housing Referral Assistant	22.67
01141 - Messenger Courier	16.30***
01191 - Order Clerk I	18.28
01192 - Order Clerk II	19.94
01261 - Personnel Assistant (Employment) I	18.23
01262 - Personnel Assistant (Employment) II	20.39
01263 - Personnel Assistant (Employment) III	22.74
01270 - Production Control Clerk	24.84
01290 - Rental Clerk	16.73***
01300 - Scheduler, Maintenance	18.18
01311 - Secretary I	18.18
01312 - Secretary II	20.33
01313 - Secretary III	22.67
01320 - Service Order Dispatcher	18.70
01410 - Supply Technician	33.05
01420 - Survey Worker	20.33
01460 - Switchboard Operator/Receptionist	16.24***
01531 - Travel Clerk I	17.30***
01532 - Travel Clerk II	18.68
01533 - Travel Clerk III	20.79
01611 - Word Processor I	16.48***
01612 - Word Processor II	18.51
01613 - Word Processor III	20.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.88
05010 - Automotive Electrician	20.76
05040 - Automotive Glass Installer	19.12
05070 - Automotive Worker	19.12
05110 - Mobile Equipment Servicer	15.86***
05130 - Motor Equipment Metal Mechanic	22.40
05160 - Motor Equipment Metal Worker	19.12
05190 - Motor Vehicle Mechanic	22.40
05220 - Motor Vehicle Mechanic Helper	14.21***
05250 - Motor Vehicle Upholstery Worker	17.49***
05280 - Motor Vehicle Wrecker	19.12
05310 - Painter, Automotive	20.76
05340 - Radiator Repair Specialist	19.12
05370 - Tire Repairer	14.48***
05400 - Transmission Repair Specialist	22.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.58***
07041 - Cook I	15.26***
07042 - Cook II	18.40
07070 - Dishwasher	13.92***
07130 - Food Service Worker	12.99***
07210 - Meat Cutter	18.24
07260 - Waiter/Waitress	12.56***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.93
09040 - Furniture Handler	11.76***
09080 - Furniture Refinisher	21.93
09090 - Furniture Refinisher Helper	15.07***
09110 - Furniture Repairer, Minor	18.54
09130 - Upholsterer	21.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.12***
11060 - Elevator Operator	14.33***
11090 - Gardener	24.96
11122 - Housekeeping Aide	14.33***
11150 - Janitor	14.33***
11210 - Laborer, Grounds Maintenance	17.38***
11240 - Maid or Houseman	13.66***
11260 - Pruner	15.93***
11270 - Tractor Operator	22.36
11330 - Trail Maintenance Worker	17.38***

11360 - Window Cleaner	15.01***
12000 - Health Occupations	
12010 - Ambulance Driver	18.23
12011 - Breath Alcohol Technician	26.86
12012 - Certified Occupational Therapist Assistant	33.70
12015 - Certified Physical Therapist Assistant	29.49
12020 - Dental Assistant	18.54
12025 - Dental Hygienist	46.04
12030 - EKG Technician	33.22
12035 - Electroneurodiagnostic Technologist	33.22
12040 - Emergency Medical Technician	18.23
12071 - Licensed Practical Nurse I	24.01
12072 - Licensed Practical Nurse II	26.86
12073 - Licensed Practical Nurse III	29.94
12100 - Medical Assistant	18.42
12130 - Medical Laboratory Technician	23.23
12160 - Medical Record Clerk	20.78
12190 - Medical Record Technician	23.24
12195 - Medical Transcriptionist	20.27
12210 - Nuclear Medicine Technologist	43.90
12221 - Nursing Assistant I	13.61***
12222 - Nursing Assistant II	15.29***
12223 - Nursing Assistant III	16.69***
12224 - Nursing Assistant IV	18.74
12235 - Optical Dispenser	18.38
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	19.92
12280 - Phlebotomist	18.59
12305 - Radiologic Technologist	34.31
12311 - Registered Nurse I	27.09
12312 - Registered Nurse II	33.14
12313 - Registered Nurse II, Specialist	33.14
12314 - Registered Nurse III	40.09
12315 - Registered Nurse III, Anesthetist	40.09
12316 - Registered Nurse IV	48.05
12317 - Scheduler (Drug and Alcohol Testing)	33.28
12320 - Substance Abuse Treatment Counselor	29.48
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.34
13012 - Exhibits Specialist II	26.42
13013 - Exhibits Specialist III	32.34
13041 - Illustrator I	19.38
13042 - Illustrator II	24.00
13043 - Illustrator III	29.37
13047 - Librarian	29.25
13050 - Library Aide/Clerk	14.72***
13054 - Library Information Technology Systems Administrator	26.40
13058 - Library Technician	18.18
13061 - Media Specialist I	19.06
13062 - Media Specialist II	21.32
13063 - Media Specialist III	23.76
13071 - Photographer I	18.13
13072 - Photographer II	20.28
13073 - Photographer III	25.13
13074 - Photographer IV	30.74
13075 - Photographer V	37.18
13090 - Technical Order Library Clerk	18.89
13110 - Video Teleconference Technician	22.18
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.11
14042 - Computer Operator II	22.50
14043 - Computer Operator III	25.09
14044 - Computer Operator IV	27.88
14045 - Computer Operator V	30.87

14071 - Computer Programmer I	(see 1)	24.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.11
14160 - Personal Computer Support Technician		27.88
14170 - System Support Specialist		31.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.42
15020 - Aircrew Training Devices Instructor (Rated)		40.40
15030 - Air Crew Training Devices Instructor (Pilot)		48.47
15050 - Computer Based Training Specialist / Instructor		33.42
15060 - Educational Technologist		31.25
15070 - Flight Instructor (Pilot)		48.47
15080 - Graphic Artist		23.90
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.16
15086 - Maintenance Test Pilot, Rotary Wing		47.16
15088 - Non-Maintenance Test/Co-Pilot		47.16
15090 - Technical Instructor		26.26
15095 - Technical Instructor/Course Developer		32.12
15110 - Test Proctor		21.19
15120 - Tutor		21.19
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.45***
16030 - Counter Attendant		14.45***
16040 - Dry Cleaner		16.51***
16070 - Finisher, Flatwork, Machine		14.45***
16090 - Presser, Hand		14.45***
16110 - Presser, Machine, Drycleaning		14.45***
16130 - Presser, Machine, Shirts		14.45***
16160 - Presser, Machine, Wearing Apparel, Laundry		14.45***
16190 - Sewing Machine Operator		17.20***
16220 - Tailor		17.89
16250 - Washer, Machine		15.15***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.01
19040 - Tool And Die Maker		30.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		25.33
21030 - Material Coordinator		24.84
21040 - Material Expediter		24.84
21050 - Material Handling Laborer		16.96***
21071 - Order Filler		17.32***
21080 - Production Line Worker (Food Processing)		25.33
21110 - Shipping Packer		17.56***
21130 - Shipping/Receiving Clerk		17.56***
21140 - Store Worker I		13.62***
21150 - Stock Clerk		17.08***
21210 - Tools And Parts Attendant		25.33
21410 - Warehouse Specialist		25.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.94
23019 - Aircraft Logs and Records Technician		24.07
23021 - Aircraft Mechanic I		30.83
23022 - Aircraft Mechanic II		32.94
23023 - Aircraft Mechanic III		34.71
23040 - Aircraft Mechanic Helper		19.55
23050 - Aircraft, Painter		28.57
23060 - Aircraft Servicer		24.07
23070 - Aircraft Survival Flight Equipment Technician		28.57
23080 - Aircraft Worker		26.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.32

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	30.83
II	
23110 - Appliance Mechanic	21.28
23120 - Bicycle Repairer	18.34
23125 - Cable Splicer	31.72
23130 - Carpenter, Maintenance	22.59
23140 - Carpet Layer	21.77
23160 - Electrician, Maintenance	27.28
23181 - Electronics Technician Maintenance I	29.90
23182 - Electronics Technician Maintenance II	32.46
23183 - Electronics Technician Maintenance III	35.02
23260 - Fabric Worker	20.23
23290 - Fire Alarm System Mechanic	22.70
23310 - Fire Extinguisher Repairer	18.34
23311 - Fuel Distribution System Mechanic	28.08
23312 - Fuel Distribution System Operator	21.03
23370 - General Maintenance Worker	19.62
23380 - Ground Support Equipment Mechanic	30.83
23381 - Ground Support Equipment Servicer	24.07
23382 - Ground Support Equipment Worker	26.32
23391 - Gunsmith I	18.34
23392 - Gunsmith II	22.12
23393 - Gunsmith III	25.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.99
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	27.22
23440 - Heavy Equipment Operator	22.69
23460 - Instrument Mechanic	34.85
23465 - Laboratory/Shelter Mechanic	24.01
23470 - Laborer	16.96***
23510 - Locksmith	20.75
23530 - Machinery Maintenance Mechanic	25.15
23550 - Machinist, Maintenance	24.15
23580 - Maintenance Trades Helper	17.70***
23591 - Metrology Technician I	34.85
23592 - Metrology Technician II	37.23
23593 - Metrology Technician III	39.24
23640 - Millwright	30.53
23710 - Office Appliance Repairer	23.32
23760 - Painter, Maintenance	20.72
23790 - Pipefitter, Maintenance	28.15
23810 - Plumber, Maintenance	26.08
23820 - Pneudraulic Systems Mechanic	25.91
23850 - Rigger	29.21
23870 - Scale Mechanic	22.12
23890 - Sheet-Metal Worker, Maintenance	30.95
23910 - Small Engine Mechanic	19.99
23931 - Telecommunications Mechanic I	28.13
23932 - Telecommunications Mechanic II	30.05
23950 - Telephone Lineman	25.50
23960 - Welder, Combination, Maintenance	22.11
23965 - Well Driller	26.05
23970 - Woodcraft Worker	25.91
23980 - Woodworker	18.34
24000 - Personal Needs Occupations	
24550 - Case Manager	19.60
24570 - Child Care Attendant	13.53***
24580 - Child Care Center Clerk	17.66***
24610 - Chore Aide	13.15***
24620 - Family Readiness And Support Services Coordinator	19.60
24630 - Homemaker	19.60

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.05
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	28.05
25190 - Ventilation Equipment Tender	17.79
25210 - Water Treatment Plant Operator	22.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.59
27007 - Baggage Inspector	15.18***
27008 - Corrections Officer	20.03
27010 - Court Security Officer	20.10
27030 - Detection Dog Handler	16.98***
27040 - Detention Officer	20.03
27070 - Firefighter	20.20
27101 - Guard I	15.18***
27102 - Guard II	16.98***
27131 - Police Officer I	29.51
27132 - Police Officer II	32.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.98
28042 - Carnival Equipment Repairer	20.07
28043 - Carnival Worker	13.30***
28210 - Gate Attendant/Gate Tender	14.89***
28310 - Lifeguard	12.16***
28350 - Park Attendant (Aide)	16.65***
28510 - Recreation Aide/Health Facility Attendant	12.16***
28515 - Recreation Specialist	20.64
28630 - Sports Official	13.27***
28690 - Swimming Pool Operator	24.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.95
29020 - Hatch Tender	23.95
29030 - Line Handler	23.95
29041 - Stevedore I	21.90
29042 - Stevedore II	25.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.69
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.50
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.69
30021 - Archeological Technician I	20.70
30022 - Archeological Technician II	23.15
30023 - Archeological Technician III	28.69
30030 - Cartographic Technician	28.69
30040 - Civil Engineering Technician	28.01
30051 - Cryogenic Technician I	31.77
30052 - Cryogenic Technician II	35.09
30061 - Drafter/CAD Operator I	20.70
30062 - Drafter/CAD Operator II	23.15
30063 - Drafter/CAD Operator III	25.82
30064 - Drafter/CAD Operator IV	31.77
30081 - Engineering Technician I	17.34***
30082 - Engineering Technician II	19.45
30083 - Engineering Technician III	21.76
30084 - Engineering Technician IV	26.96
30085 - Engineering Technician V	32.98
30086 - Engineering Technician VI	39.90
30090 - Environmental Technician	30.51
30095 - Evidence Control Specialist	28.69
30210 - Laboratory Technician	24.14
30221 - Latent Fingerprint Technician I	23.84
30222 - Latent Fingerprint Technician II	26.33
30240 - Mathematical Technician	28.69
30361 - Paralegal/Legal Assistant I	20.60
30362 - Paralegal/Legal Assistant II	25.53
30363 - Paralegal/Legal Assistant III	31.23

30364 - Paralegal/Legal Assistant IV	37.78
30375 - Petroleum Supply Specialist	35.09
30390 - Photo-Optics Technician	28.69
30395 - Radiation Control Technician	35.09
30461 - Technical Writer I	26.35
30462 - Technical Writer II	32.23
30463 - Technical Writer III	38.99
30491 - Unexploded Ordnance (UXO) Technician I	29.04
30492 - Unexploded Ordnance (UXO) Technician II	35.13
30493 - Unexploded Ordnance (UXO) Technician III	42.11
30494 - Unexploded (UXO) Safety Escort	29.04
30495 - Unexploded (UXO) Sweep Personnel	29.04
30501 - Weather Forecaster I	31.77
30502 - Weather Forecaster II	38.64
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.82
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.69
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.13
31020 - Bus Aide	11.74***
31030 - Bus Driver	18.59
31043 - Driver Courier	17.06***
31260 - Parking and Lot Attendant	14.32***
31290 - Shuttle Bus Driver	16.77***
31310 - Taxi Driver	12.92***
31361 - Truckdriver, Light	19.04
31362 - Truckdriver, Medium	21.00
31363 - Truckdriver, Heavy	23.47
31364 - Truckdriver, Tractor-Trailer	23.47
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.13***
99030 - Cashier	13.46***
99050 - Desk Clerk	13.58***
99095 - Embalmer	25.76
99130 - Flight Follower	29.04
99251 - Laboratory Animal Caretaker I	14.82***
99252 - Laboratory Animal Caretaker II	16.54***
99260 - Marketing Analyst	28.64
99310 - Mortician	25.76
99410 - Pest Controller	22.01
99510 - Photofinishing Worker	15.26***
99710 - Recycling Laborer	23.02
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	21.58
99810 - Sales Clerk	14.40***
99820 - School Crossing Guard	16.29***
99830 - Survey Party Chief	25.96
99831 - Surveying Aide	23.60
99832 - Surveying Technician	23.81
99840 - Vending Machine Attendant	15.62***
99841 - Vending Machine Repairer	21.03
99842 - Vending Machine Repairer Helper	15.62***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 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))."