

2. AMENDMENT/MODIFICATION NO. P00005	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, (B)(6);(B)(7)(C) WASHINGTON DC 20536	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, (B)(6);(B)(7)(C) Washington DC 20536
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE ATTN (B)(6);(B)(7)(C) 4955 TECHNOLOGY WAY BOCA RATON FL 334313367	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	X 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR22D00000001
	10B. DATED (SEE ITEM 13) 10/15/2021
CODE (b)(7)(E)	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	Bilateral Modification / FAR 43.103(a)

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's Representative: (B)(6);(B)(7)(C) @ice.dhs.gov Alternate COR: (B)(6);(B)(7)(C) (B)(6);(B)(7)(C) @ice.dhs.gov

The purpose of this modification is to incorporate attached Virtual Attorney Visitation, and Transgender Care into the contract at no cost.

There is no requisition associated with this modification.

All funding continues to be obligated at the task order level.

Period of Performance: 10/16/2021 to 10/15/2026

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) (B)(6);(B)(7)(C) Executive Vice President	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (B)(6);(B)(7)(C) TEL: (B)(6);(B)(7)(C) EMAIL: (B)(6);(B)(7)(C) @ice.dhs.gov
15B. CONTRACTING OFFICER (Type or print) (B)(6);(B)(7)(C)	16B. UNITED STATES OF AMERICA (Signature of Contracting Officer)
15C. DATE SIGNED 9/22/2022	16C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR22D00000001/P00005

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Invoice Instructions for ICE - ERO Contracts: See Section G of the Contract Clauses for this Contract for specific invoice instructions.</p> <p>All other terms and conditions remains the same.</p>				



U.S. Immigration and Customs Enforcement

September 21, 2022

MEMO FOR: The GEO Group, Inc. – Aurora Contract Detention Facility, CO
Contract Number: 70CDCR22D00000001

FROM: **(B)(6);(B)(7)(C)**, Contracting Officer
ICE Office of Acquisition (OAQ)
Detention, Compliance and Removals (DCR)

SUBJECT: Virtual Attorney Visitation (VAV) and Transgender Care

1. Virtual Attorney Visits (VAV) for ICE Contract Detention Facilities (CDF), Intergovernmental Service Agreements (IGSA), Dedicated Intergovernmental Service Agreements (DIGSA), and Intergovernmental Agreements (IGA) facilities and Service Processing Centers (SPC). Detention Standards (as applicable) PBNDS 2011, rev. 2016 5.7; PBNDS 2008, 5.32; NDS 2019, 5.5; and NDS 2000, Visitation.

In an effort to facilitate improved detainee access to legal representatives, U.S. Immigration and Customs Enforcement (ICE) has implemented VAV in many ICE detention facilities nationwide. ICE is requesting you to provide a statement of current capabilities, modernizations (if applicable), and a timeline for implementation of services shall be submitted to the Contracting Officer's Representative (COR) and Contracting Officer for review within 30 days from receipt of this message.

If the service provider cannot achieve implementation, the provider shall submit a written statement outlining the issues, impediments, or concerns related to implementation.

2. Transgender Care

This guidance complements existing ICE detention standards, ICE Policy 11062; Sexual Abuse and Assault Prevention and Intervention (SAAPI) (May 22, 2014), and the requirements of the U.S. Department of Homeland Security (DHS) regulation titled, "Standards to Prevent, Detect, and Respond to Sexual Abuse and Assault in Confinement Facilities," 79 Fed. Reg. 13,100 (Mar. 7, 2014), hereafter DHS [PREA](#) Standards.

ICE will provide a respectful, safe, and secure environment for all non-citizens, including those individuals who identify as transgender and who are generally at a higher risk of victimization in detention. Discrimination or harassment of any kind based on a non-citizen's actual or perceived sexual orientation or gender identity is strictly prohibited. SEE ATTACHMENTS 2(a)-- Best Practices for the Care of Transgender Non-citizens in Detention; 2(b)--Sample Contract Attachments; and 2(c)-- Transgender Classification and Care Committee Determination Question Guide and Individualized Detention Plan (Template).

ATTACHMENT 1 - VAV for CDFs, IGSAs, DIGSAs, and IGAs

The VAV program utilizes common web conferencing and videoconferencing applications to enable legal representatives to meet with their clients or prospective clients virtually using video technology in private rooms or booths to ensure confidentiality of communications during remote legal visits. VAV is not a substitute for in-person meetings, but it does provide an alternative for legal service providers to communicate with clients in a timely and efficient manner.

- The same guidelines in applicable ICE detention standards for in-person attorney/client visits will apply to virtual attorney client meetings and legal calls. Only legal representatives, legal assistants, and interpreters will be allowed; no family or friends of the clients are permitted. The attorney and/or his/her agents may contact outside interpretation services during the call or session. To ensure confidentiality of communications between detained non-citizens and legal representatives, the existing visitation officer shall maintain safety and security for all detained non-citizens/residents utilizing VAV. The officer shall be stationed outside of the confidential room, standing out of earshot, but within view to assist with any issues that may arise.
- Service provider shall identify private rooms or booths in the facility for VAV to be available in accordance with each facility's legal visitation hours (but at least eight (8) hours per day on weekdays and 5 hours per day on weekends and holidays in accordance with ICE detention standards). Phone booths should be soundproofed to at least the 30-35 decibel (dB) level to keep VAV conversations private.
- VAV rooms or booths must have closeable doors and the Service Provider should ensure visibility of detainees through windowed doors or other alternatives to ensure safety, while still maintaining confidentiality of the attorney-client communication. Booths should be detention grade. Features of a detention grade secure video visitation booth (SVVB) include a bench, (optional) desk integration, hardware-agnostic video mount and chase, LED lighting, cuff port in the door, acoustic paneling, visibility windows, and a ceiling of heavy-duty security caging for HVAC and fire suppression access.
- The Service Provider shall have at least two telephones and a network line per station, with one telephone jack, a FAX-compliant plain old telephone service (POTS) line, and a VTC line.

The VAV program shall be operational within 6 months of contract award/modification to include purchase and installation of equipment, training of staff, implementation of VAV procedures, and policy updates. If you're unable to meet the identified timeline you must provide written notification regarding the issues precluding compliance with the guidance.

Deliverables:

All deliverables listed below shall be submitted to the Contracting Officer Representative (COR) within 3 months of contract award for review and approval:

- The service provider shall create and implement procedures, in writing, through which legal representatives can utilize an online scheduling system to verify legal representatives and schedule legal visits or confidential legal calls. The procedures shall be added to the posted Legal Visitation Rules for each facility and be made available to the COR for posting on the facility webpage on www.ICE.gov.
- The service provider shall appropriately staff the online scheduling system to ensure timely scheduling and response to requests.

- The service provider shall create and implement procedures, in writing, through which detained individuals and legal representatives may exchange confidential and non-confidential messages (such as the use of a dedicated email box or electronic messaging platforms). The service provider shall send written procedures to the ERO COR for posting on the facility webpage on www.ICE.gov.

- The service provider shall create and implement procedures, in writing, through which detained individuals and legal representatives may exchange confidential documents, via electronic means (e.g., facsimile or email), such as to obtain signatures. The service provider shall send written procedures to the ERO COR for posting on the facility webpage on www.ICE.gov.

The service provider shall maintain a usage log of the VAV and provide this to the ERO COR on a monthly basis. The usage log shall be provided using Microsoft Excel and include the following data elements:

- 1) Name of detainee and A#
- 2) Name of legal representative
- 3) Length of Call
- 4) Wait time (if applicable)
- 5) Interpreter Needed (if applicable)
- 6) Interpreter Language (if applicable)

All procedures and or manuals shall be provided to the COR for review annually.

The service provider shall notify ICE if the scheduling process changes, in advance of the changes taking effect.

ATTACHMENT 2 – Transgender Care

The contractor shall meet transgender care requirements, including the establishment and operation of a multidisciplinary Transgender Classification and Care Committee, responsible for constructing an individualized detention plan for each self-identified transgender non-citizen in detention. To further support you with implementation, identification, and care requirements, ICE is providing Best Practices and a Transgender Question Determination Guide and Individualized Detention Plan (Template).

- ATTACHMENT 2(a)--Best Practices for the Care of Transgender Non-citizens in Detention
- ATTACHMENT 2(b)--Sample Contract Attachments X, Y, Z—Transgender Care
- ATTACHMENT 2(c)--Transgender Classification and Care Committee Determination Question Guide and Individualized Detention Plan (Template)

NOTICE: ICE Transgender Care policies and procedures apply regardless of when a detained non-citizen discloses their transgender identity.

Intake: The facility should update local data systems used to capture non-citizen information or develop a separate process, as needed, to record a non-citizen's self-identification as transgender. If at any time during the intake process facility staff determine additional privacy is needed, to the extent practicable, staff should make appropriate accommodations to converse with the non-citizen in private.

Staff Communication: All facility staff communication with a detained non-citizen should be conducted in a language and manner the non-citizen understands. Facility staff should interact with transgender non-citizens in a manner that is professional, respectful, and courteous. Facility staff should refer to transgender non-citizens by their preferred pronouns and chosen name, where known and applicable, to promote a respectful and stable environment. If common practice is to refer to non-citizens by last name, then facility staff may do so. The individual's preferred name and pronouns should be documented in their Individualized Detention Plan (see below) and detention file.

Privacy: A non-citizen's self-identification as transgender is considered sensitive information; it should not be shared with other non-citizens or staff who do not have a need to know the information and should not be used to the non-citizen's detriment.

INDIVIDUALIZED ASSESSMENT

Transgender Classification and Care Committee: The facility shall establish a Transgender Classification and Care Committee (TCCC) comprised of a facility medical and behavioral health representative (this may be two positions, one representing medical care and another representing behavioral health, should ERO and the facility desire); facility classification supervisor; the IHSC Field Medical Coordinator (FMC); ERO Lesbian, Gay, Bisexual, Transgender, Queer/Questioning and Intersex (LGBTQI+) Field Liaison; and a supervisory representative designated by the Field Office Director (FOD)- this person may also be the ERO LGBTQI+ Field Liaison.

The TCCC can also include other facility and ERO staff members as desired, including, where available, a contracted ERO Custody and Resource Coordinator (CRC). The TCCC shall be chaired jointly by a representative from the facility and an ERO representative, preferably the ERO LGBTQI+ Field Liaison.

Detainee Preferences and Requests: Any communication between facility representative(s) and a non-citizen should be in a language and manner the non-citizen can understand. During their initial meeting with the transgender non-citizen, the facility medical and/or behavioral health representative(s) and/or the contracted ERO CRC may choose to use the provided Determination Question Guide template (see Attachment 3) to record the non-citizen's preferences. If the facility chooses not to use this template, the facility shall record preferences using a template of their choice. A copy of the non-citizen's responses shall be kept in the non-citizen's detention file. The results of this interview, including the non-citizen's preferences and requests, should be shared during the TCCC meeting (see below).

TCCC Assessment Considerations: As part of the transgender classification assessment, the TCCC should, at a minimum, consider: the non-citizen's self-identification; record and available documentation, including forms and notes from initial processing, medical/behavioral health records, booking records, identification documents, etc.; and observations provided by medical or behavioral health representative(s), to include those based upon the latest Diagnostic and Statistical Manual of Mental Disorders (DSM) criteria for the diagnosis of Gender Dysphoria.

TCCC Individualized Detention Plan: Aside from safety or security concerns, the TCCC should try where feasible to accommodate the non-citizen's preferences. The facility may choose to use the provided Individualized Detention Plan (IDP) template (see Attachment 3) to record their decisions. If the facility chooses not to use this template, the facility shall record decisions using a template of their choice. The final IDP shall be forwarded to the facility classification supervisor soon after the TCCC meeting. A copy of the IDP should be kept in the non-citizen's detention file to be used for future reference and/or inquiries, as needed. A summary of the IDP should also be provided to the non-citizen. The facility may choose to use the provided Detention Plan- Non-citizen Summary template (see Attachment 3) or a template of their choice.

Housing: The TCCC shall generally consider housing the transgender non-citizen according to their preference, including by their gender identity, sex assigned at birth, in protective custody, or in an ICE dedicated housing unit for transgender non-citizens. Placement into administrative segregation due to a non-citizen's identification as transgender should be used only as a last resort and when no other housing option exists. When making the housing decision, the TCCC shall consider the safety and security of the non-citizen, other non-citizens, and the facility staff.

All detained transgender non-citizens should be provided with a reasonably private environment for bathing and toilet facilities, consistent with privacy and security considerations afforded to other non-citizens in detention. This is particularly important for this population, as some transgender non-citizens may have undergone surgical procedures as part of their transition.

SECURITY

Searches: Consistent with PBNDS 2011 and U.S. Department of Homeland Security (DHS) policies and standards, including the DHS Prison Rape Elimination Act (PREA), searches of transgender non-citizens shall be performed by an officer of the same gender/gender identity as the non-citizen (e.g., a transgender woman (male to female) should be searched by a female officer). Further, per PBNDS 2011, special care should be taken to ensure non-citizens are strip searched in private. As always, searches should be conducted in a professional and respectful way, in the least restrictive manner possible, and consistent with security needs. At no time shall any search be conducted solely for the purpose of determining a non-citizen's biological sex.

DETAINEE SERVICES AND CARE

Medical Care: Initial medical screening at the facility shall inquire into a non-citizen's gender self-identification and history of transition-related care. Further, transgender non-citizens who were already receiving hormone therapy when taken into ICE custody shall have continued access to such treatment; all transgender non-citizens shall have access to behavioral health care and other transgender-related health care and medication (including hormone therapy) based on medical need and eligibility (regardless of the level of services received or lack of services prior to detention). Any treatment shall follow accepted guidelines regarding medically necessary transition related care.

TRAINING, PROGRAMMING, AND RESOURCES

Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex + (LGBTQI+) Subject Matter Expert and Primary Point of Contact: The facility shall designate certain personnel as a resource to consult when transgender-related issues and needs arise. The name and contact information of the designated employee should be provided to ERO. ICE will also designate a local ERO field office liaison to serve as a resource for the facility. The name and contact information of the designated employee will be provided to the facility. The facility should coordinate questions and/or matters related to transgender non-citizens with the designated ERO field liaison.

Training: To ensure competency in their assigned duties, facility staff (including health care) who will interact with transgender detainees should receive specialized training geared toward this population. While ERO may provide in-person and/or webinar training related to transgender sensitivity and detainee care and specific instruction on the provisions of transgender care (to include applicable ICE standards and DHS PREA provisions), the facility shall provide applicable training to its staff, particularly health care staff and others assigned to work in unit where transgender non-citizens will be housed. ERO may also offer the facility a training DVD addressing medical care of transgender patients. The facility shall facilitate access for trainers to the facility grounds, as needed.

Custody and Resource Coordinator: As feasible, ERO will hire and assign a contracted Custody and Resource Coordinator (CRC) to the facility. The ERO CRC has a degree in social work, or related field, is fluent in Spanish, and is experienced in providing specialized services to vulnerable populations. The name and contact information of the contracted ERO CRC will be provided to the facility. The facility shall facilitate access for the ERO CRC to the facility grounds and non-citizens, as needed. ERO and facility staff may also rely on the ERO CRC for various functions, including assisting non-citizens with removal or release planning, addressing facility concerns/questions about specific non-citizens, and conducting informal programming for detained non-citizens.

Transgender Programming: The facility shall provide the transgender population equal access to programming and services made available to other populations at the facility. In addition to programming provided by the facility, ERO may identify and engage with local non-government organization (NGO), academic, and other partners to provide programming suitable for the detained transgender population. ERO may also rely on the contracted CRC to conduct informal programming for this population. The facility should facilitate access for the ERO CRC and provider(s) to the facility grounds and non-citizens, as needed.

ATTACHMENT 2(b)

Transgender Requirement

The service provider shall comply with the following requirements related to the care and custody of transgender non-citizens:

1) Intake: Upon arrival at the detention facility, intake personnel shall review the non-citizen's record and documentation. If the record indicates the non-citizen's gender identity differs from his/her biological sex, intake personnel shall only ask questions related to gender identity when such information is necessary to ensure the safety and security of other non-citizens and staff. In addition, the facility shall ensure that sensitive information, such as the non-citizen's gender identity, is not used to the non-citizen's detriment by facility personnel or other non-citizens.

- a. Intake personnel shall accurately record the non-citizen as transgender. The non-citizen shall be treated as a protective custody non-citizen for the duration of the intake process.
- b. The non-citizen shall be temporarily housed (i.e., in a location away from the general population, to include in a medical unit or protective custody) for no more than 72 hours (excluding weekends, holidays, and exigent circumstances) until classification, housing, and other needs can be assessed by a Transgender Classification and Care Committee as delineated below. In particular, placement into administrative segregation due to a non-citizen's identification as transgender should be used only as a last resort and when no other viable housing options exist.

2) Transgender Classification and Care Committee

- a. The facility shall create and operate a Transgender Classification and Care Committee (TCCC).
- b. In facilities **staffed** by the ICE Health Service Corps (IHSC):
 - i) The TCCC shall be comprised of a dedicated facility medical representative, facility mental health representative, a facility classification supervisor, the Enforcement and Removal Operations (ERO) Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTI) Field Liaison, and a supervisory representative designated by the Field Office Director (FOD) (the supervisory representative from the ERO FOD can be the ERO LGBTI Field Liaison).
 - ii) The TCCC may utilize remote forms of communication (i.e., phone or video teleconference) to facilitate meetings and other activities.
- c. For facilities **not staffed** by IHSC:
 - i) The TCCC shall include the IHSC Field Medical Coordinator (FMC), in addition to a dedicated facility medical representative, a facility mental health representative, a facility classification supervisor, the ERO LGBTI Field Liaison, and a supervisory representative designated by the FOD (at the FOD's discretion, the supervisory representative can include the ERO LGBTI Field Liaison).
- d. The TCCC shall be chaired jointly by a representative from the facility and an ERO representative, preferably the ERO LGBTI Field Liaison.

- e. The facility staff members, including medical and mental health personnel, will have appropriate training and experience in working with transgender persons.

3) Transgender Classification and Care Committee Determinations:

- a. **Meeting with the Non-citizen:** In preparation for the TCCC meeting, the TCCC designated facility medical representative(s) shall meet with the non-citizen as soon as practicable after the non-citizen's arrival to the facility to gather information necessary to solicit the non-citizen's preferences and requests with regard to housing, searches¹, and other matters. The ERO LGBTI Field Liaison may also participate in any meeting with the non-citizen. The communication between the TCCC representative(s) and the non-citizen shall be in a language and manner the non-citizen can understand and should be conducted using the TCCC Determination Question Guide provided at the conclusion of this document.
- b. **Meeting of the TCCC:** The TCCC shall meet and provide a classification assessment no later than 72 hours (excluding weekends, holidays, and emergencies) after the non-citizen's arrival to the facility to assess medical, psychological, housing, and other needs.
- c. **Classification Assessment:** As part of the transgender classification assessment, the TCCC shall, at a minimum, consider:
 - i) The non-citizen's self-identification.
 - ii) An assessment of the effect of possible placements on the non-citizen's health and safety, conducted by a medical or mental health professional (which may coincide with the full medical assessment done in accordance with the applicable ICE detention standards).
 - iii) The non-citizen's record and available documentation, including forms and notes from initial processing, medical/mental health records, booking records, identification documents, etc.; and
 - iv) Observations provided by medical or mental health representative(s), to include those based upon the latest Diagnostic and Statistical Manual of Mental Disorders (DSM) criteria for the diagnosis of Gender Dysphoria.
- d. **Detention Plan:** Once the TCCC determines the non-citizen's transgender classification, the TCCC shall construct an individualized Detention Plan for each transgender non-citizen. As part of its Detention Plan assessment, the TCCC shall, at a minimum, consider:
 - i) All records and prior assessments, including medical/mental health records, and an assessment of the effects of any housing placement on the non-citizen's health and safety that has been conducted by a medical or mental health professional.
 - ii) The non-citizen's preferences and requests.
 - iii) The non-citizen's self-assessment of his or her safety needs (i.e., does the non-citizen feel threatened or at risk of harm?).
 - iv) The non-citizen's documented criminal history and past and/or current behavior.
 - v) The TCCC's determination of the non-citizen's safety/security needs, including

¹ Whenever practicable, the non-citizen's request should be honored but not to the detriment of the safety and security of the facility or facility staff.

documented and self-reported history of sexual assault, victimization, or predatory behavior.

vi) The non-citizen's physical, medical, or mental health, or special needs.

vii) Privacy issues, including showers, single cell sleeping arrangements, etc.

viii) Available beds and/or housing.

ix) Whether the housing assignment would pose a safety risk to other non-citizens (*See* Section 3.e.ii "Safety, Security, and Privacy"); and

x) Effects of housing assignment on resources, including facility staff.

e. ***Requirements within the Detention Plan:*** Consistent with existing ICE policy and detention standards, the individualized Detention Plan shall, at a minimum, contain the following requirements:

i) Housing Assignment: Options to include:

- a. General housing consistent with the non-citizen's biological sex.
- b. General housing consistent with the non-citizen's gender identity.
- c. A protective custody unit; or
- d. Medical or administrative segregation.

ii) Safety, Security and Privacy: The TCCC shall address the safety, security, and privacy needs for both the transgender non-citizen and the general detention population when assessing the housing assignment. Discussion(s) may include guidance on appropriate staffing levels in the housing option assigned (e.g., single or shared cell, or dormitory housing).

iii) Hygiene: Consistent with ICE detention standards, facility staff shall ensure that transgender non-citizens are able to maintain acceptable personal hygiene practices consistent with their gender identity and that ensure their safety. Transgender non-citizens shall be provided the opportunity to shower in a setting that ensures safety and privacy.

iv) Clothing and Commissary: Transgender non-citizens will be provided undergarments consistent with their gender identity as assessed by the TCCC. Transgender non-citizens shall be issued standard detention attire consistent with their assigned housing unit. Transgender non-citizens shall also be allowed to possess or purchase through the commissary those hygiene and personal items that are consistent with their Detention Plan.

v) Searches: As prescribed by standard 2.10 of ICE's 2011 *Performance-Based National Detention Standards (PENDS)*, the transgender non-citizen's preference as to the gender of the officer that will perform any necessary pat-down and strip searches will be considered by the TCCC when drafting the Detention Plan and followed by detention facility staff accordingly. Also, with regards to strip searches only, and pursuant to standard 2. IO of ICE's 2011 *PENDS*, special care should be taken to ensure that transgender non-citizens are searched in private. Searches shall be conducted in a professional and respectful manner, and in the least restrictive manner possible, consistent with security needs. Pursuant to DHS PREA Standards, at no time shall any search be conducted solely for the purpose of determining a non-citizen's biological sex. Requests for transgender non-citizens to remove appearance related items such as prosthetics, clothing that conveys gender identity, wigs,

and cosmetics shall be consistent with requirements for the removal of similar items for other non-transgender non-citizens. All strip searches shall be documented.

vi) **Staff Communication:** Detention facility staff shall refer to transgender non-citizens by their preferred pronouns.

vii) **Medical Care:** Pursuant to existing ICE detention standards, transgender non-citizens who were already receiving hormone therapy when taken into ICE custody shall have continued access to hormone therapy; those who have not yet begun treatment will be assessed and treated, if deemed medically necessary and safe in the context of their other medical conditions. All transgender non-citizens shall have access to continued mental health care and other transgender-related health care based on medical need. Medical care for transgender non-citizens shall be provided by qualified and appropriate medical professionals and administered pursuant to the applicable ICE detention standards.

f. **Decision:** The TCCC will attempt to reach consensus on all decisions.

i) The TCCC shall retain summary notes of each meeting to document persons attending and conclusions reached. A copy of the notes shall be placed in the non-citizen's detention file.

ii) Absent extraordinary circumstances, a written Detention Plan by the TCCC for the non-citizen, including housing assignment, shall be forwarded to the facility classification supervisor within 72 hours (excluding weekends, holidays, and emergencies) of the non-citizen's arrival at the facility, and maintained in the non-citizen's detention file; a copy of the plan and housing assignment shall also be provided to the non-citizen.

g. **Implementation of Detention Plan:** The classification supervisor shall notify line staff of the TCCC's Detention Plan and housing assignment decision.

i) Detention facility staff shall follow the Detention Plan outlined by the TCCC. If a detention facility staff member identifies a safety or security risk posed by the TCCC's plan? the staff member must inform the TCCC directly or must notify his/her supervisor as soon as practicable, and that supervisor must notify the TCCC. The TCCC shall review the case and make adjustments to the Detention Plan, if necessary, within 72 hours (excluding weekends, holidays, and emergencies) of receiving notification.

ii) In the case of an immediate threat to the safety or security of the transgender non-citizen or others, the detention facility staff may make a temporary change(s) to the TCCC's plan (to include housing assignment) but should notify the TCCC as soon as possible. Only the TCCC can approve permanent change(s) to the Detention Plan.

ii) In the case of an immediate threat to the safety or security of the transgender non-citizen or others, the detention facility staff may make a temporary change(s) to the TCCC's plan (to include housing assignment) but should notify the TCCC as soon as possible. Only the TCCC can approve permanent change(s) to the Detention Plan.

h. **Reassessment:** The TCCC shall reassess a transgender non-citizen's Detention Plan and housing assignment after 30 days following the initial determination and then every 60 days thereafter or at any other time if additional relevant information becomes known or

3following any incident of victimization or threats to safety experienced by the non-citizen. As part of its reassessment, the TCCC shall, at a minimum, consider:

i) Changes in the trans gender non-citizen's housing preferences.

ii) Variations in the non-citizen's medical and/or mental health status.

- iii) Safety/security of the non-citizen, other non-citizens, and/or facility staff. Further Guidance Regarding the Care of Transgender Non-citizens
- iv) Any threats to safety experienced by the non-citizen.
- v) Continued availability of housing; and
- vi) The detention facility's documented concerns.

TCCC Determination Questions Guide

In preparation for the TCCC meeting, the designated facility medical representative(s), shall meet with the detainee no later than 72 hours (excluding weekends, holidays, and emergencies) after the detainee's arrival to the facility to gather information necessary to verify the transgender classification, and to solicit detainee's preferences and requests with regards to housing, searches, and other matters. The ERO LGBTI Field Liaison may also participate in any meeting with the detainee.

SEE – Transgender Classification and Care Committee Determination Question Guide (Template)

PREA and PBNDS Requirements Related to Transgender Non-citizens

Pursuant to Section 3(e) of this memorandum, applicable requirements from ICE detention standards and the DHS PREA Standards include:

a) Classification and Housing

i) At facilities governed by the DHS PREA Standards or PBNDS 2011, facility staff must consider the non-citizen's gender self-identification and an assessment of the effects of placement on the non-citizen's health and safety, when making classification and housing decisions for transgender or intersex non-citizens. A medical or mental health professional must be consulted as soon as practicable on this assessment. The facility may not base placement decisions solely on identity documents or the physical anatomy of the non-citizen; rather, a non-citizen's self-identification and self-assessment of safety needs must always be taken into consideration as well.

ii) At facilities governed by PBNDS 2008 or NDS, and which use ICE's Non-citizen Classification System, facility staff must take into consideration and document whether a non-citizen requires protective custody to ensure his/her safety and wellbeing, such as because of perceived or actual sexual orientation or gender identity.

b) Showering and Privacy

i) At facilities governed by the DHS PREA Standards, transgender and intersex non-citizens must be given the opportunity to shower separately from other non-citizens when operationally feasible.

ii) At facilities governed by PBNDS 2011 or PBNDS 2008, transgender non-citizens must be provided with a reasonably private environment for bathing and toilet facilities, in accordance with safety and security needs.

c) Personal Hygiene and Grooming

i) The detention standards do not restrict the provision of gender appropriate clothing. In general, brassieres should be provided to individuals who request them, as appropriate.

ii) At facilities governed by PBNDS 2011 or PBNDS 2008, transgender non-citizens should be allowed freedom in personal grooming, and access to commissary items (including those appropriate for the non-citizen's identified gender) absent a valid safety, security, or medical concern that is fully justified and documented.

d) Medical Care

i) At facilities governed by PBNDS 2011, initial medical screening must inquire into a transgender non-citizen's gender self-identification and history of transition-related care. Transgender non-citizens who were already receiving hormone therapy when taken into ICE custody shall be provided continued access, and all transgender non-citizens must have access to mental health care and other transgender-related health care and medication (such as hormone therapy) based on medical need. Treatment must follow accepted guidelines regarding medically necessary transition-related care.

Definitions

The following definitions apply for purposes of this agreement only:

- 1. Biological Sex.** An individual's biological status as either male or female, typically assigned at birth, and associated primarily with physical attributes such as chromosomes, hormone prevalence, and external and internal anatomy.
- 2. Non-citizen.** An individual detained in ERO custody.
- 3. Detention Plan.** A plan for a transgender non-citizen, constructed by the Transgender Classification and Care Committee at an ICE detention facility with instructions for how to address issues including, but not limited to, housing, clothing, showering, grooming, name and pronoun use, recreation, programming, escort, transportation, searches, privacy, etc.
- 4. Diagnostic and Statistical Manual of Mental Disorders (DSM).** The standard classification of mental disorders used by mental health professionals in the United States as published by the American Psychiatric Association. DSM-5 (Fifth Edition) is the most current edition of the drafting of this guidance.
- 5. Gender Affirming Surgery.** Surgical alteration of male or female genitals, or the reshaping, by any surgical procedure, of a male body into a body with female appearance, or vice versa. Also referred to as "sex reassignment surgery (SRS)," "gender reassignment surgery (ORS)," or by other names. Note: gender affirming surgery is the preferred name.
- 6. Gender Dysphoria.** Medical diagnosis in the American Psychiatric Association's DSM-5 that describes the distress that may accompany the incongruence between an individual's experienced or expressed gender and the individual's biological sex. This was previously known as Gender Identity Disorder.
- 7. Gender Expression.** The ways in which an individual communicates/displays his/her gender identity to others; a combination of appearance, demeanor, and behavior.
- 8. Gender Identity.** An individual's internal sense of being a man, woman, or another gender. It is not necessarily based on the individual's biological sex or on the individual's sexual orientation. Because gender identity is internal, it is not necessarily visible to others, but may be externally manifested in the individual's appearance, behavior, demeanor, or other aspects of the individual's life.
- 9. Gender Non-Conforming.** Having an appearance or manner that does not conform to traditional societal gender expectations.
- 10. Intersex.** Having sexual or reproductive anatomy or chromosomal pattern that do not seem to fit typical definitions of male or female. Intersex medical conditions are sometimes referred to as disorders of sex development.
- 11. LGBTI.** The acronym for Lesbian, Gay, Bisexual, Transgender, and Intersex.
- 12. Sexual Orientation.** A pattern of romantic, emotional, physical, and/or sexual attraction towards members of the same, opposite, or both sexes. Includes homosexuality, heterosexuality, and bisexuality.

13. Transgender. A person whose gender identity (i.e., internal sense of feeling male or female) is different from the sex assigned to the person at birth.

14. Transgender Classification and Care Committee (TCCC). The detention facility committee that gathers information and assesses the gender identity of the non-citizen and produces and regularly assesses a Detention Plan for a transgender non-citizen.

15. Transgender man. An individual who is a biological female and has a gender identity as a man.

16. Transgender woman. An individual who is a biological male and has a gender identity as a woman.

17. Transition. The process by which an individual changes his/her gender from that assigned at birth to one with which he/she now identifies. This may include making personal, legal, and medical changes to his/her gender, such as changing his/her name and/or gender on legal documents; undergoing hormone therapy; and/or undergoing one or more forms of surgery.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT D CODE	PAGE OF PAGES 1 6
2. AMENDMENT/MODIFICATION NO. P00006	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, (B)(6);(B)(7)(C) WASHINGTON DC 20536	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, (B)(6);(B)(7)(C) Washington DC 20536	CODE ICE/DCR
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE ATTN (B)(6);(B)(7)(C) 4955 TECHNOLOGY WAY BOCA RATON FL 334313367		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE (b) (7)(E)		FACILITY CODE	9B. DATED (SEE ITEM 11)
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR22D00000001	
			10B. DATED (SEE ITEM 13) 10/15/2021

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. FALURE 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) Unilateral Modification / FAR 52.217-9 Option to Extend Contract

E. IMPORTANT Contractor is not. is required to sign this document and return _____ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

Contracting Officer's Representative: (B)(6);(B)(7)(C)@ice.dhs.gov
Alternate COR: (B)(6);(B)(7)(C)@ice.dhs.gov

The purpose of this modification is to:

- 1) Exercise the Option Year One Period from 10/16/2022 - 10/15/2023 for Detention and Transportation Services, under FAR 52.217-9 Option to Extend the Term of the Contract, CLINs 1001 through 1006B.
- 2) Incorporate updated Attachment 11 - Service Contract Act (SCA) Wage Determinations (WD) issued by the Department of Labor, 2015-5417 Revision 22 dated 08/10/2022; and 2015-5419 Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) (B)(6);(B)(7)(C) TEL: (B)(6);(B)(7)(C) EMAIL: (B)(6);(B)(7)(C)@ice.dhs.gov	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA (Signature of Contracting Officer)	16C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Revision 22 dated 08/22/2022, effective on 10/16/2022.</p> <p>There is no requisition associated with this modification.</p> <p>All funding continues to be obligated at the task order level.</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: (B)(6)(B)(7)(C) Period of Performance: 10/16/2022 to 10/15/2023</p> <p>Change Item 1001 to read as follows (amount shown is the obligated amount):</p>				
1001	<p>DETENTION SERVICES - Denver (AURORA) CDF FOR MAIN FACILITY, ANNEX, AND CONTINGENCY/SURGE AT CHEYENNE MOUNTAIN CENTER (CMC) ORDERING PERIOD: 10/16/2022-10/15/2023 Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD</p>				
	<p>Change Item 1001A to read as follows (amount shown is the obligated amount):</p>				
1001A	<p>Facility Operations. Monthly Rate: (B)(4) Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD</p>			(B)(4)	
	<p>Change Item 1001B to read as follows (amount shown is the obligated amount):</p>				
1001B	<p>TIER I - (B)(4) Bed Day Rate: (B)(4) Ordering/Pricing Period: 10/16/2022-10/15/2023 Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD</p>			(B)(4)	
	<p>Change Item 1001C to read as follows (amount shown Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1001C	is the obligated amount): TIER II - (B)(4) . Bed Day Rate: (B)(4) Ordering/Pricing Period: 10/16/2022-10/15/2023 Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Change Item 1001D to read as follows (amount shown is the obligated amount):	(B)(4)		(B)(4)	
1001D	TIER III - (B)(4) Bed Day Rate: (B)(4) Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Change Item 1001E to read as follows (amount shown is the obligated amount):	(B)(4)		(B)(4)	
1001E	OPTIONAL - CONTINGENCY - Cheyenne Mountain Monthly Facility Operations Surge to be activated/de-activated at the Government's direction Ordering/Pricing Period: 10/16/2022-10/15/2023 Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Change Item 1001F to read as follows (amount shown is the obligated amount):	(B)(4)		(B)(4)	
1001F	OPTIONAL - CONTINGENCY - Cheyenne Mountain Surge Beds Bed Day Rate (Per Occupied Bed (B)(4)): (B)(4) Ordering/Pricing Period: 10/16/2022-10/15/2023 Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Change Item 1002A to read as follows (amount shown is the obligated amount): Continued ...	(B)(4)		(B)(4)	

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1002A	Transportation Services for Denver (Aurora) Facility. Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Change Item 1002B to read as follows (amount shown is the obligated amount):	(B)(4)		(B)(4)	
1002B	OPTIONAL - CONTINGENCY - Transportation Services for Cheyenne Mountain Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Change Item 1002C to read as follows (amount shown is the obligated amount):	(B)(4)		(B)(4)	
1002C	Direct Fuel Pass-Thru NTE (B)(4) Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Change Item 1002D to read as follows (amount shown is the obligated amount):				
1002D	OPTIONAL - CONTINGENCY - Direct Fuel Pass-Thru - Cheyenne Mountain (TBD) To be activated at the Government's direction. Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Change Item 1003A to read as follows (amount shown is the obligated amount):				
1003A	Stationary Guard and Medical Escort Officer Services. Hourly Rate: (B)(4) Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Continued ...	(B)(4)		(B)(4)	

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1003B	<p>Change Item 1003B to read as follows (amount shown is the obligated amount):</p> <p>OPTIONAL - CONTINGENCY - Stationary Guard and Medical Escort Officers Services for Cheyenne Mountain To be activated at the Government's direction</p> <p>Labor Hour Rate: (B)(4) for TBD hours Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD</p>		(B)(4)	(B)(4)	
1004A	<p>Change Item 1004A to read as follows (amount shown is the obligated amount):</p> <p>Detainee Volunteer Work Stipend Obligated Amount: (B)(4)</p>	(B)(4)		(B)(4)	
1004B	<p>Change Item 1004B to read as follows (amount shown is the obligated amount):</p> <p>OPTIONAL - CONTINGENCY - Detainee Volunteer Work Stipend at Cheyenne Mountain Facility To be activated at the Government's direction Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD</p>		(B)(4)	(B)(4)	
1005A	<p>Change Item 1005A to read as follows (amount shown is the obligated amount):</p> <p>Medical Services. Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD</p>	(B)(4)		(B)(4)	
1006A	<p>Change Item 1006A to read as follows (amount shown is the obligated amount):</p> <p>OPTIONAL - Detention Modernization - Technology Expansion for Resident Use (Recurring Expenses) Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD Continued ...</p>	(B)(4)		(B)(4)	

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1006B	<p>Change Item 1006B to read as follows (amount shown is the obligated amount):</p> <p>OPTIONAL - Detention Modernization - Enhanced Health Services (Recurring Expenses) Obligated Amount: (B)(4) Product/Service Code: (B)(4) Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Invoice Instructions for ICE - ERO Contracts: See Section G of the Contract Clauses for this Contract for specific invoice instructions.</p> <p>All other terms and conditions remains the same.</p>	(B)(4)		(B)(4)	

"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.: 2015-5419 Revision No.: 22 Date Of Last Revision: 08/22/2022
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: Colorado

Area: Colorado Counties of Adams Arapahoe Broomfield Clear Creek Denver Douglas Elbert Gilpin Jefferson Park

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

OCCUPATION CODE	TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations			
01011	- Accounting Clerk I		18.22
01012	- Accounting Clerk II		20.44
01013	- Accounting Clerk III		22.87
01020	- Administrative Assistant		29.42
01035	- Court Reporter		36.35
01041	- Customer Service Representative I		15.31
01042	- Customer Service Representative II		16.71
01043	- Customer Service Representative III		18.76
01051	- Data Entry Operator I		16.59
01052	- Data Entry Operator II		18.10
01060	- Dispatcher Motor Vehicle		23.01
01070	- Document Preparation Clerk		19.29
01090	- Duplicating Machine Operator		19.29
01111	- General Clerk I		18.44
01112	- General Clerk II		20.12

01113 - General Clerk III	22.58
01120 - Housing Referral Assistant	24.25
01141 - Messenger Courier	18.11
01191 - Order Clerk I	19.23
01192 - Order Clerk II	20.99
01261 - Personnel Assistant (Employment) I	18.45
01262 - Personnel Assistant (Employment) II	20.64
01263 - Personnel Assistant (Employment) III	23.01
01270 - Production Control Clerk	26.10
01290 - Rental Clerk	17.93
01300 - Scheduler Maintenance	19.44
01311 - Secretary I	19.44
01312 - Secretary II	21.75
01313 - Secretary III	24.25
01320 - Service Order Dispatcher	20.57
01410 - Supply Technician	29.42
01420 - Survey Worker	20.53
01460 - Switchboard Operator/Receptionist	17.57
01531 - Travel Clerk I	19.98
01532 - Travel Clerk II	21.04
01533 - Travel Clerk III	22.73
01611 - Word Processor I	19.80
01612 - Word Processor II	22.22
01613 - Word Processor III	24.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.81
05010 - Automotive Electrician	23.28
05040 - Automotive Glass Installer	21.79
05070 - Automotive Worker	21.79
05110 - Mobile Equipment Servicer	18.88
05130 - Motor Equipment Metal Mechanic	24.73
05160 - Motor Equipment Metal Worker	21.79
05190 - Motor Vehicle Mechanic	24.73
05220 - Motor Vehicle Mechanic Helper	17.40
05250 - Motor Vehicle Upholstery Worker	20.35
05280 - Motor Vehicle Wrecker	21.79
05310 - Painter Automotive	23.28
05340 - Radiator Repair Specialist	21.79
05370 - Tire Repairer	16.73
05400 - Transmission Repair Specialist	24.73
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.23
07041 - Cook I	15.91
07042 - Cook II	18.41
07070 - Dishwasher	14.34***
07130 - Food Service Worker	14.82***
07210 - Meat Cutter	19.48
07260 - Waiter/Waitress	12.89***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.39
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.90
09110 - Furniture Repairer Minor	18.10
09130 - Upholsterer	19.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.99***
11060 - Elevator Operator	14.77***
11090 - Gardener	22.05
11122 - Housekeeping Aide	14.77***
11150 - Janitor	14.77***
11210 - Laborer Grounds Maintenance	18.35
11240 - Maid or Houseman	14.25***
11260 - Pruner	17.51
11270 - Tractor Operator	20.32

11330 - Trail Maintenance Worker	18.35
11360 - Window Cleaner	15.48
12000 Health Occupations	
12010 - Ambulance Driver	20.39
12011 - Breath Alcohol Technician	25.98
12012 - Certified Occupational Therapist Assistant	29.02
12015 - Certified Physical Therapist Assistant	29.89
12020 - Dental Assistant	22.84
12025 - Dental Hygienist	47.28
12030 - EKG Technician	37.79
12035 - Electroneurodiagnostic Technologist	37.79
12040 - Emergency Medical Technician	20.39
12071 - Licensed Practical Nurse I	23.22
12072 - Licensed Practical Nurse II	25.98
12073 - Licensed Practical Nurse III	28.96
12100 - Medical Assistant	19.10
12130 - Medical Laboratory Technician	29.26
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	25.50
12195 - Medical Transcriptionist	19.30
12210 - Nuclear Medicine Technologist	45.85
12221 - Nursing Assistant I	12.84***
12222 - Nursing Assistant II	14.44***
12223 - Nursing Assistant III	15.75
12224 - Nursing Assistant IV	17.68
12235 - Optical Dispenser	20.98
12236 - Optical Technician	18.64
12250 - Pharmacy Technician	18.54
12280 - Phlebotomist	19.13
12305 - Radiologic Technologist	33.02
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67
12313 - Registered Nurse II Specialist	36.67
12314 - Registered Nurse III	43.96
12315 - Registered Nurse III Anesthetist	43.96
12316 - Registered Nurse IV	53.17
12317 - Scheduler (Drug and Alcohol Testing)	32.19
12320 - Substance Abuse Treatment Counselor	24.69
13000 Information And Arts Occupations	
13011 - Exhibits Specialist I	21.46
13012 - Exhibits Specialist II	26.59
13013 - Exhibits Specialist III	32.52
13041 - Illustrator I	21.87
13042 - Illustrator II	27.10
13043 - Illustrator III	33.15
13047 - Librarian	30.01
13050 - Library Aide/Clerk	15.88
13054 - Library Information Technology Systems Administrator	27.10
13058 - Library Technician	18.17
13061 - Media Specialist I	19.55
13062 - Media Specialist II	21.87
13063 - Media Specialist III	24.38
13071 - Photographer I	19.49
13072 - Photographer II	21.80
13073 - Photographer III	27.01
13074 - Photographer IV	33.04
13075 - Photographer V	39.97
13090 - Technical Order Library Clerk	18.05
13110 - Video Teleconference Technician	23.46
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.34
14042 - Computer Operator II	26.11
14043 - Computer Operator III	29.10
14044 - Computer Operator IV	32.35

14045 - Computer Operator V		35.82
14071 - Computer Programmer I	(see 1)	26.05
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		23.34
14160 - Personal Computer Support Technician		32.35
14170 - System Support Specialist		35.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		49.96
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		37.16
15070 - Flight Instructor (Pilot)		49.96
15080 - Graphic Artist		29.79
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.96
15086 - Maintenance Test Pilot Rotary Wing		49.96
15088 - Non-Maintenance Test/Co-Pilot		49.96
15090 - Technical Instructor		28.05
15095 - Technical Instructor/Course Developer		34.31
15110 - Test Proctor		22.64
15120 - Tutor		22.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		16.16
16030 - Counter Attendant		16.16
16040 - Dry Cleaner		18.48
16070 - Finisher Flatwork Machine		16.16
16090 - Presser Hand		16.16
16110 - Presser Machine Drycleaning		16.16
16130 - Presser Machine Shirts		16.16
16160 - Presser Machine Wearing Apparel Laundry		16.16
16190 - Sewing Machine Operator		19.55
16220 - Tailor		20.77
16250 - Washer Machine		16.93
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.82
19040 - Tool And Die Maker		26.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.84
21030 - Material Coordinator		26.10
21040 - Material Expediter		26.10
21050 - Material Handling Laborer		18.38
21071 - Order Filler		15.64
21080 - Production Line Worker (Food Processing)		18.84
21110 - Shipping Packer		18.05
21130 - Shipping/Receiving Clerk		18.05
21140 - Store Worker I		16.73
21150 - Stock Clerk		19.59
21210 - Tools And Parts Attendant		18.84
21410 - Warehouse Specialist		18.84
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.43
23019 - Aircraft Logs and Records Technician		33.88
23021 - Aircraft Mechanic I		41.27
23022 - Aircraft Mechanic II		43.43
23023 - Aircraft Mechanic III		45.24
23040 - Aircraft Mechanic Helper		28.96
23050 - Aircraft Painter		38.84
23060 - Aircraft Servicer		33.88
23070 - Aircraft Survival Flight Equipment Technician		38.84
23080 - Aircraft Worker		36.38

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	41.27
23110 - Appliance Mechanic	24.44
23120 - Bicycle Repairer	17.81
23125 - Cable Splicer	41.62
23130 - Carpenter Maintenance	26.28
23140 - Carpet Layer	23.88
23160 - Electrician Maintenance	29.02
23181 - Electronics Technician Maintenance I	26.84
23182 - Electronics Technician Maintenance II	28.65
23183 - Electronics Technician Maintenance III	30.44
23260 - Fabric Worker	23.05
23290 - Fire Alarm System Mechanic	29.60
23310 - Fire Extinguisher Repairer	21.39
23311 - Fuel Distribution System Mechanic	30.74
23312 - Fuel Distribution System Operator	23.41
23370 - General Maintenance Worker	22.52
23380 - Ground Support Equipment Mechanic	41.27
23381 - Ground Support Equipment Servicer	33.88
23382 - Ground Support Equipment Worker	36.38
23391 - Gunsmith I	21.39
23392 - Gunsmith II	24.76
23393 - Gunsmith III	28.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.74
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.24
23430 - Heavy Equipment Mechanic	29.18
23440 - Heavy Equipment Operator	25.93
23460 - Instrument Mechanic	31.33
23465 - Laboratory/Shelter Mechanic	26.43
23470 - Laborer	18.38
23510 - Locksmith	23.55
23530 - Machinery Maintenance Mechanic	29.33
23550 - Machinist Maintenance	24.60
23580 - Maintenance Trades Helper	18.49
23591 - Metrology Technician I	31.33
23592 - Metrology Technician II	32.97
23593 - Metrology Technician III	34.34
23640 - Millwright	30.24
23710 - Office Appliance Repairer	23.58
23760 - Painter Maintenance	22.61
23790 - Pipefitter Maintenance	30.93
23810 - Plumber Maintenance	29.11
23820 - Pneudraulic Systems Mechanic	28.08
23850 - Rigger	24.73
23870 - Scale Mechanic	24.76
23890 - Sheet-Metal Worker Maintenance	24.13
23910 - Small Engine Mechanic	22.51
23931 - Telecommunications Mechanic I	31.57
23932 - Telecommunications Mechanic II	33.22
23950 - Telephone Lineman	27.26
23960 - Welder Combination Maintenance	24.14
23965 - Well Driller	24.71
23970 - Woodcraft Worker	28.08
23980 - Woodworker	21.39
24000 - Personal Needs Occupations	
24550 - Case Manager	18.49
24570 - Child Care Attendant	14.62***
24580 - Child Care Center Clerk	18.23
24610 - Chore Aide	14.42***
24620 - Family Readiness And Support Services Coordinator	18.49

24630 - Homemaker	18.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.03
25040 - Sewage Plant Operator	29.12
25070 - Stationary Engineer	33.03
25190 - Ventilation Equipment Tender	23.19
25210 - Water Treatment Plant Operator	29.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.78
27007 - Baggage Inspector	17.38
27008 - Corrections Officer	27.00
27010 - Court Security Officer	31.96
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	27.00
27070 - Firefighter	37.25
27101 - Guard I	17.38
27102 - Guard II	21.32
27131 - Police Officer I	42.13
27132 - Police Officer II	46.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.29
28042 - Carnival Equipment Repairer	17.68
28043 - Carnival Worker	14.04***
28210 - Gate Attendant/Gate Tender	18.72
28310 - Lifeguard	13.67***
28350 - Park Attendant (Aide)	20.94
28510 - Recreation Aide/Health Facility Attendant	15.29
28515 - Recreation Specialist	25.95
28630 - Sports Official	16.68
28690 - Swimming Pool Operator	20.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.39
29020 - Hatch Tender	28.39
29030 - Line Handler	28.39
29041 - Stevedore I	26.44
29042 - Stevedore II	30.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.49
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.36
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.55
30021 - Archeological Technician I	20.43
30022 - Archeological Technician II	22.85
30023 - Archeological Technician III	28.31
30030 - Cartographic Technician	28.31
30040 - Civil Engineering Technician	28.68
30051 - Cryogenic Technician I	31.35
30052 - Cryogenic Technician II	34.63
30061 - Drafter/CAD Operator I	20.43
30062 - Drafter/CAD Operator II	22.71
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.50
30081 - Engineering Technician I	18.44
30082 - Engineering Technician II	20.69
30083 - Engineering Technician III	23.15
30084 - Engineering Technician IV	28.69
30085 - Engineering Technician V	35.09
30086 - Engineering Technician VI	42.45
30090 - Environmental Technician	27.29
30095 - Evidence Control Specialist	28.31
30210 - Laboratory Technician	25.65
30221 - Latent Fingerprint Technician I	32.79
30222 - Latent Fingerprint Technician II	36.22
30240 - Mathematical Technician	32.21
30361 - Paralegal/Legal Assistant I	20.59
30362 - Paralegal/Legal Assistant II	25.51

30363 - Paralegal/Legal Assistant III	31.20
30364 - Paralegal/Legal Assistant IV	37.76
30375 - Petroleum Supply Specialist	34.63
30390 - Photo-Optics Technician	28.31
30395 - Radiation Control Technician	34.63
30461 - Technical Writer I	26.26
30462 - Technical Writer II	32.12
30463 - Technical Writer III	38.86
30491 - Unexploded Ordnance (UXO) Technician I	28.91
30492 - Unexploded Ordnance (UXO) Technician II	34.98
30493 - Unexploded Ordnance (UXO) Technician III	41.92
30494 - Unexploded (UXO) Safety Escort	28.91
30495 - Unexploded (UXO) Sweep Personnel	28.91
30501 - Weather Forecaster I	31.50
30502 - Weather Forecaster II	38.14
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 25.47
30621 - Weather Observer Senior	(see 2) 28.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.98
31020 - Bus Aide	16.15
31030 - Bus Driver	22.24
31043 - Driver Courier	17.33
31260 - Parking and Lot Attendant	14.51***
31290 - Shuttle Bus Driver	17.98
31310 - Taxi Driver	17.86
31361 - Truckdriver Light	18.81
31362 - Truckdriver Medium	20.27
31363 - Truckdriver Heavy	25.53
31364 - Truckdriver Tractor-Trailer	25.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.05
99030 - Cashier	14.27***
99050 - Desk Clerk	14.85***
99095 - Embalmer	32.20
99130 - Flight Follower	28.91
99251 - Laboratory Animal Caretaker I	15.12
99252 - Laboratory Animal Caretaker II	16.41
99260 - Marketing Analyst	37.92
99310 - Mortician	32.20
99410 - Pest Controller	22.45
99510 - Photofinishing Worker	17.59
99710 - Recycling Laborer	24.68
99711 - Recycling Specialist	29.74
99730 - Refuse Collector	23.43
99810 - Sales Clerk	14.55***
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	27.68
99831 - Surveying Aide	15.36
99832 - Surveying Technician	25.16
99840 - Vending Machine Attendant	17.04
99841 - Vending Machine Repairer	21.41
99842 - Vending Machine Repairer Helper	17.04

***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: \$4.80 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 5 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. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or

modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Daniel W. Simms | Division of | Wage Determination No.: 2015-5417
 Director | Wage Determinations | Revision No.: 22
 Date Of Last Revision: 08/10/2022

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:	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: Colorado

Area: Colorado Counties of El Paso Teller

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.30
01013 - Accounting Clerk III		19.34
01020 - Administrative Assistant		26.96
01035 - Court Reporter		20.06
01041 - Customer Service Representative I		14.28***
01042 - Customer Service Representative II		15.58
01043 - Customer Service Representative III		17.48
01051 - Data Entry Operator I		16.03
01052 - Data Entry Operator II		17.49
01060 - Dispatcher Motor Vehicle		21.33
01070 - Document Preparation Clerk		18.13
01090 - Duplicating Machine Operator		18.13
01111 - General Clerk I		16.87
01112 - General Clerk II		18.41
01113 - General Clerk III		20.66

01120 - Housing Referral Assistant	22.34
01141 - Messenger Courier	14.44***
01191 - Order Clerk I	16.41
01192 - Order Clerk II	17.91
01261 - Personnel Assistant (Employment) I	17.42
01262 - Personnel Assistant (Employment) II	19.48
01263 - Personnel Assistant (Employment) III	21.72
01270 - Production Control Clerk	26.61
01290 - Rental Clerk	17.36
01300 - Scheduler Maintenance	17.91
01311 - Secretary I	17.91
01312 - Secretary II	20.05
01313 - Secretary III	22.34
01320 - Service Order Dispatcher	18.81
01410 - Supply Technician	26.96
01420 - Survey Worker	18.13
01460 - Switchboard Operator/Receptionist	14.83***
01531 - Travel Clerk I	16.55
01532 - Travel Clerk II	17.72
01533 - Travel Clerk III	18.65
01611 - Word Processor I	17.87
01612 - Word Processor II	20.05
01613 - Word Processor III	22.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.23
05010 - Automotive Electrician	24.21
05040 - Automotive Glass Installer	22.71
05070 - Automotive Worker	22.71
05110 - Mobile Equipment Servicer	19.68
05130 - Motor Equipment Metal Mechanic	25.71
05160 - Motor Equipment Metal Worker	22.71
05190 - Motor Vehicle Mechanic	25.71
05220 - Motor Vehicle Mechanic Helper	18.17
05250 - Motor Vehicle Upholstery Worker	21.21
05280 - Motor Vehicle Wrecker	22.71
05310 - Painter Automotive	24.21
05340 - Radiator Repair Specialist	22.71
05370 - Tire Repairer	14.20***
05400 - Transmission Repair Specialist	25.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.94***
07041 - Cook I	14.38***
07042 - Cook II	16.60
07070 - Dishwasher	13.72***
07130 - Food Service Worker	14.00***
07210 - Meat Cutter	17.80
07260 - Waiter/Waitress	12.87***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.07
09040 - Furniture Handler	14.08***
09080 - Furniture Refinisher	22.07
09090 - Furniture Refinisher Helper	16.56
09110 - Furniture Repairer Minor	19.33
09130 - Upholsterer	22.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.00***
11060 - Elevator Operator	14.00***
11090 - Gardener	20.97
11122 - Housekeeping Aide	14.19***
11150 - Janitor	14.19***
11210 - Laborer Grounds Maintenance	16.27
11240 - Maid or Houseman	14.18***
11260 - Pruner	15.52
11270 - Tractor Operator	19.35
11330 - Trail Maintenance Worker	16.27

11360 - Window Cleaner	14.86***
12000 - Health Occupations	
12010 Ambulance Driver	17.96
12011 - Breath Alcohol Technician	22.74
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	29.31
12020 Dental Assistant	18.39
12025 - Dental Hygienist	41.62
12030 - EKG Technician	37.20
12035 - Electroneurodiagnostic Technologist	37.20
12040 Emergency Medical Technician	17.96
12071 - Licensed Practical Nurse I	22.11
12072 - Licensed Practical Nurse II	24.74
12073 - Licensed Practical Nurse III	27.58
12100 Medical Assistant	18.03
12130 - Medical Laboratory Technician	28.55
12160 - Medical Record Clerk	20.49
12190 - Medical Record Technician	22.92
12195 Medical Transcriptionist	21.35
12210 - Nuclear Medicine Technologist	41.39
12221 - Nursing Assistant I	12.20***
12222 - Nursing Assistant II	13.71***
12223 Nursing Assistant III	14.96***
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	17.63
12236 - Optical Technician	18.05
12250 Pharmacy Technician	17.91
12280 - Phlebotomist	18.33
12305 - Radiologic Technologist	31.56
12311 - Registered Nurse I	25.03
12312 Registered Nurse II	30.61
12313 - Registered Nurse II Specialist	30.61
12314 - Registered Nurse III	37.03
12315 - Registered Nurse III Anesthetist	37.03
12316 Registered Nurse IV	44.40
12317 - Scheduler (Drug and Alcohol Testing)	30.65
12320 - Substance Abuse Treatment Counselor	22.94
13000 - Information And Arts Occupations	
13011 Exhibits Specialist I	24.63
13012 - Exhibits Specialist II	30.51
13013 - Exhibits Specialist III	37.32
13041 - Illustrator I	24.90
13042 Illustrator II	30.84
13043 - Illustrator III	37.71
13047 - Librarian	34.15
13050 - Library Aide/Clerk	17.00
13054 Library Information Technology Systems Administrator	30.83
13058 - Library Technician	17.97
13061 - Media Specialist I	22.01
13062 Media Specialist II	24.63
13063 - Media Specialist III	27.45
13071 - Photographer I	14.70***
13072 - Photographer II	17.33
13073 Photographer III	21.47
13074 - Photographer IV	24.77
13075 - Photographer V	29.97
13090 - Technical Order Library Clerk	19.33
13110 Video Teleconference Technician	21.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.74
14042 - Computer Operator II	24.32
14043 Computer Operator III	27.12
14044 - Computer Operator IV	30.12
14045 - Computer Operator V	33.63

14071 - Computer Programmer I	(see 1)	27.57
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		21.74
14160 - Personal Computer Support Technician		30.12
14170 - System Support Specialist		39.65
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.80
15020 - Aircrew Training Devices Instructor (Rated)		40.90
15030 - Air Crew Training Devices Instructor (Pilot)		49.02
15050 - Computer Based Training Specialist / Instructor		33.80
15060 - Educational Technologist		36.09
15070 - Flight Instructor (Pilot)		49.02
15080 - Graphic Artist		24.66
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.02
15086 - Maintenance Test Pilot Rotary Wing		49.02
15088 - Non-Maintenance Test/Co-Pilot		49.02
15090 - Technical Instructor		26.88
15095 - Technical Instructor/Course Developer		32.90
15110 - Test Proctor		21.70
15120 - Tutor		21.70
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.73***
16030 - Counter Attendant		13.73***
16040 - Dry Cleaner		15.68
16070 - Finisher Flatwork Machine		13.73***
16090 - Presser Hand		13.73***
16110 - Presser Machine Drycleaning		13.73***
16130 - Presser Machine Shirts		13.73***
16160 - Presser Machine Wearing Apparel Laundry		13.73***
16190 - Sewing Machine Operator		16.33
16220 - Tailor		16.98
16250 - Washer Machine		14.38***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.34
19040 - Tool And Die Maker		29.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.37
21030 - Material Coordinator		26.61
21040 - Material Expediter		26.61
21050 - Material Handling Laborer		14.48***
21071 - Order Filler		14.50***
21080 - Production Line Worker (Food Processing)		18.37
21110 - Shipping Packer		17.66
21130 - Shipping/Receiving Clerk		17.66
21140 - Store Worker I		13.45***
21150 - Stock Clerk		16.15
21210 - Tools And Parts Attendant		18.37
21410 - Warehouse Specialist		18.37
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.88
23019 - Aircraft Logs and Records Technician		26.43
23021 - Aircraft Mechanic I		32.04
23022 - Aircraft Mechanic II		33.88
23023 - Aircraft Mechanic III		35.67
23040 - Aircraft Mechanic Helper		22.64
23050 - Aircraft Painter		30.17
23060 - Aircraft Servicer		26.43
23070 - Aircraft Survival Flight Equipment Technician		30.17
23080 - Aircraft Worker		28.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		28.30

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	32.04
II	
23110 - Appliance Mechanic	20.55
23120 - Bicycle Repairer	18.10
23125 - Cable Splicer	43.10
23130 - Carpenter Maintenance	23.01
23140 - Carpet Layer	24.29
23160 - Electrician Maintenance	26.48
23181 - Electronics Technician Maintenance I	28.29
23182 - Electronics Technician Maintenance II	30.16
23183 - Electronics Technician Maintenance III	32.04
23260 - Fabric Worker	22.68
23290 - Fire Alarm System Mechanic	28.57
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	36.42
23312 - Fuel Distribution System Operator	27.86
23370 - General Maintenance Worker	21.05
23380 - Ground Support Equipment Mechanic	32.04
23381 - Ground Support Equipment Servicer	26.43
23382 - Ground Support Equipment Worker	28.30
23391 - Gunsmith I	21.04
23392 - Gunsmith II	24.29
23393 - Gunsmith III	27.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.94
23430 - Heavy Equipment Mechanic	25.58
23440 - Heavy Equipment Operator	22.89
23460 - Instrument Mechanic	27.49
23465 - Laboratory/Shelter Mechanic	25.89
23470 - Laborer	14.48***
23510 - Locksmith	22.25
23530 - Machinery Maintenance Mechanic	32.04
23550 - Machinist Maintenance	21.64
23580 - Maintenance Trades Helper	16.82
23591 - Metrology Technician I	27.49
23592 - Metrology Technician II	29.08
23593 - Metrology Technician III	30.61
23640 - Millwright	27.49
23710 - Office Appliance Repairer	22.23
23760 - Painter Maintenance	21.40
23790 - Pipefitter Maintenance	24.84
23810 - Plumber Maintenance	23.39
23820 - Pneudraulic Systems Mechanic	27.49
23850 - Rigger	27.49
23870 - Scale Mechanic	24.29
23890 - Sheet-Metal Worker Maintenance	23.40
23910 - Small Engine Mechanic	19.14
23931 - Telecommunications Mechanic I	33.06
23932 - Telecommunications Mechanic II	34.96
23950 - Telephone Lineman	26.94
23960 - Welder Combination Maintenance	21.92
23965 - Well Driller	27.49
23970 - Woodcraft Worker	27.49
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24550 - Case Manager	18.18
24570 - Child Care Attendant	13.86***
24580 - Child Care Center Clerk	17.29
24610 - Chore Aide	14.19***
24620 - Family Readiness And Support Services Coordinator	18.18
24630 - Homemaker	18.18

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.44
25040 - Sewage Plant Operator	30.79
25070 - Stationary Engineer	29.44
25190 - Ventilation Equipment Tender	20.80
25210 - Water Treatment Plant Operator	30.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.28
27007 - Baggage Inspector	15.15
27008 - Corrections Officer	27.79
27010 - Court Security Officer	27.02
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	27.79
27070 - Firefighter	25.60
27101 - Guard I	15.15
27102 - Guard II	16.94
27131 - Police Officer I	32.88
27132 - Police Officer II	36.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.61
28042 - Carnival Equipment Repairer	18.00
28043 - Carnival Worker	13.36***
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	13.39***
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health Facility Attendant	14.40***
28515 - Recreation Specialist	23.85
28630 - Sports Official	15.33
28690 - Swimming Pool Operator	20.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.72
29020 - Hatch Tender	26.72
29030 - Line Handler	26.72
29041 - Stevedore I	24.95
29042 - Stevedore II	28.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.05
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.99
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.93
30021 - Archeological Technician I	19.31
30022 - Archeological Technician II	21.70
30023 - Archeological Technician III	25.98
30030 - Cartographic Technician	26.27
30040 - Civil Engineering Technician	29.13
30051 - Cryogenic Technician I	29.62
30052 - Cryogenic Technician II	31.78
30061 - Drafter/CAD Operator I	19.31
30062 - Drafter/CAD Operator II	21.70
30063 - Drafter/CAD Operator III	24.08
30064 - Drafter/CAD Operator IV	29.62
30081 - Engineering Technician I	16.63
30082 - Engineering Technician II	18.67
30083 - Engineering Technician III	20.87
30084 - Engineering Technician IV	25.86
30085 - Engineering Technician V	31.64
30086 - Engineering Technician VI	38.28
30090 - Environmental Technician	29.00
30095 - Evidence Control Specialist	25.98
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	27.77
30222 - Latent Fingerprint Technician II	30.68
30240 - Mathematical Technician	30.34
30361 - Paralegal/Legal Assistant I	19.23
30362 - Paralegal/Legal Assistant II	23.82
30363 - Paralegal/Legal Assistant III	29.14

30364 - Paralegal/Legal Assistant IV	35.25
30375 - Petroleum Supply Specialist	31.78
30390 - Photo-Optics Technician	26.27
30395 - Radiation Control Technician	31.78
30461 - Technical Writer I	24.53
30462 - Technical Writer II	30.01
30463 - Technical Writer III	36.30
30491 - Unexploded Ordnance (UXO) Technician I	26.72
30492 - Unexploded Ordnance (UXO) Technician II	32.33
30493 - Unexploded Ordnance (UXO) Technician III	38.75
30494 - Unexploded (UXO) Safety Escort	26.72
30495 - Unexploded (UXO) Sweep Personnel	26.72
30501 - Weather Forecaster I	29.62
30502 - Weather Forecaster II	34.99
30620 - Weather Observer Combined Upper Air Or	(see 2) 24.08
Surface Programs	
30621 - Weather Observer Senior	(see 2) 25.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.33
31020 - Bus Aide	13.05***
31030 - Bus Driver	18.09
31043 - Driver Courier	16.70
31260 - Parking and Lot Attendant	14.08***
31290 - Shuttle Bus Driver	16.52
31310 - Taxi Driver	14.00***
31361 - Truckdriver Light	18.09
31362 - Truckdriver Medium	19.50
31363 - Truckdriver Heavy	23.16
31364 - Truckdriver Tractor-Trailer	23.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.76
99030 - Cashier	13.76***
99050 - Desk Clerk	13.81***
99095 - Embalmer	23.19
99130 - Flight Follower	26.72
99251 - Laboratory Animal Caretaker I	13.97***
99252 - Laboratory Animal Caretaker II	15.13
99260 - Marketing Analyst	29.20
99310 - Mortician	23.19
99410 - Pest Controller	22.95
99510 - Photofinishing Worker	14.04***
99710 - Recycling Laborer	19.63
99711 - Recycling Specialist	23.31
99730 - Refuse Collector	18.74
99810 - Sales Clerk	14.02***
99820 - School Crossing Guard	15.65
99830 - Survey Party Chief	28.89
99831 - Surveying Aide	20.67
99832 - Surveying Technician	26.68
99840 - Vending Machine Attendant	17.05
99841 - Vending Machine Repairer	21.31
99842 - Vending Machine Repairer Helper	17.05

***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: \$4.80 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 5 years 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."