

2. AMENDMENT/MODIFICATION NO. P00011	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC	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 [REDACTED] WASHINGTON DC 205	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AKIMA GLOBAL SERVICES LLC ATTN [REDACTED] 13873 PARK CENTER RD STE SUITE 400N HERNDON VA 20171	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000004
		10B. DATED (SEE ITEM 13) 12/05/2019

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
See Schedule

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Bilateral - FAR 17.207 - Exercise of Options

E. IMPORTANT Contractor is not. is required to sign this document and return 1 copies to the issuing office.

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

UEI: LUDNH5K4XQU9

COR: [REDACTED], 480-267-[REDACTED]@ice.dhs.gov

ACOR: [REDACTED]: 602-723-[REDACTED]@ice.dhs.gov)

ACOR: [REDACTED] 602-592-[REDACTED]@ice.dhs.gov)

Contract Specialist: [REDACTED] 202-732-[REDACTED]@ice.dhs.gov)

Contracting Officer: [REDACTED]: 202-961-[REDACTED]@ice.dhs.gov)

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) [REDACTED], President	15C. DATE SIGNED 9-23-2022
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CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The purpose of modification P00011 is to exercise the Option Period 2 associated with IDIQ 70CDCR20D00000004. Additionally, this action incorporates Wage Determination (WD) 2015-5469 and the Collective Bargaining Agreement (CBA).</p> <p>The Period of Performance has been updated with this Option Exercise from 09/30/2022 through 9/29/2023. Period of Performance: 09/30/2022 to 09/29/2023</p> <p>Change Item 2002 to read as follows (amount shown is the obligated amount):</p>				
2002	<p>Detention and Food Services-Not Separately Priced Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 2002A to read as follows (amount shown is the obligated amount):</p>				0.00
2002A	<p>Detention and Food Services-Guaranteed minimum of [redacted] detention beds in accordance with the Performance Work Statement (Monthly Rate).</p> <p>Note: The contractor shall serve three meals per 24 hour period to each detainee (breakfast, lunch and dinner). Any of these meals may be substituted as required (e.g. air flight meal, special diet meal and/or therapeutic diet meal). Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 2002B to read as follows (amount shown is the obligated amount):</p>				
2002B	<p>Detention and Food Services-Above Guaranteed Minimum up to [redacted] additional detention beds (Bed Day Rate)</p> <p>Note: These detention bed days are not guaranteed. The contractor shall serve three meals per 24 hour period to each detainee (breakfast, lunch and dinner). Any of these meals may be substituted as required (e.g. air flight meal, special diet meal and/or therapeutic diet meal). Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 2003 to read as follows (amount shown is the obligated amount): 2003 Overtime Detention Guards				
	Contractor shall provide fully burdened labor rate on Attachment 5. Contractor shall be reimbursed on the award document for hours as incurred, but not to exceed 250 hours per Month. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 2004 to read as follows (amount shown is the obligated amount): 2004 Transportation Services - Not Separately Priced Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER Change Item 2004A to read as follows (amount shown is the obligated amount): 2004A Transportation Services - Labor Hours - [REDACTED] Hours				0.00
	Contractor shall provide fully burdened labor rate. Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER Change Item 2004B to read as follows (amount shown is the obligated amount): 2004B Overtime Transportation Guards				
	Contractor shall provide fully burdened labor rate. Contractor shall be reimbursed on the award document for hours as incurred. Hours shall not exceed [REDACTED]. Continued ...				

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER Change Item 2004C to read as follows (amount shown is the obligated amount):				
2004C	Transportation Miles - [REDACTED] Miles for [REDACTED] Passenger Vehicles Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER Change Item 2004D to read as follows (amount shown is the obligated amount):				
2004D	Transportation Miles - [REDACTED] Miles - Less than [REDACTED] Passenger Vehicles Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER Change Item 2004E to read as follows (amount shown is the obligated amount):				
2004E	Overtime Time Transportation Miles - Miles shall not exceed [REDACTED] Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER Change Item 2004F to read as follows (amount shown is the obligated amount):				
2004F	Transportation - MI&E and Lodging Contractor shall be reimbursed on the award document for expenses as incurred. MI&E and Lodging will be reimbursed at the GSA published rates at the time travel occurs. [REDACTED]/Month is used for the purposes of evaluation only. Obligated Amount: \$0.00 Continued ...				

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
2005	<p>Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER</p> <p>Change Item 2005 to read as follows (amount shown is the obligated amount):</p> <p>Detainee Work Program</p> <p>Contractor shall be reimbursed for expenses as incurred. Detainees earn ██████ per day. ████████/Month will be used for the purposes of evaluation only.</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>All other terms and conditions remain unchanged.</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				

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		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000004
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ACOR: [REDACTED]: 602-723-[REDACTED]@ice.dhs.gov)

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Contract Specialist: [REDACTED]: 202-732-[REDACTED]n@ice.dhs.gov)

Contracting Officer: [REDACTED]: 202-961-[REDACTED]@ice.dhs.gov)

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) [REDACTED], President	15C. DATE SIGNED 9-23-2022
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NAME OF OFFEROR OR CONTRACTOR
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2002A	<p>Detention and Food Services-Guaranteed minimum of [REDACTED] detention beds in accordance with the Performance Work Statement (Monthly Rate).</p> <p>Note: The contractor shall serve three meals per 24 hour period to each detainee (breakfast, lunch and dinner). Any of these meals may be substituted as required (e.g. air flight meal, special diet meal and/or therapeutic diet meal). Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 2002B to read as follows (amount shown is the obligated amount):</p>				
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AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
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2004C	Transportation Miles - [REDACTED] Miles for [REDACTED] Passenger Vehicles Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER Change Item 2004D to read as follows (amount shown is the obligated amount):				
2004D	Transportation Miles - [REDACTED] Miles - Less than 40 Passenger Vehicles Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER Change Item 2004E to read as follows (amount shown is the obligated amount):				
2004E	Overtime Time Transportation Miles - Miles shall not exceed [REDACTED] Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER Change Item 2004F to read as follows (amount shown is the obligated amount):				
2004F	Transportation - MI&E and Lodging Contractor shall be reimbursed on the award document for expenses as incurred. MI&E and Lodging will be reimbursed at the GSA published rates at the time travel occurs. [REDACTED]/Month is used for the purposes of evaluation only. Obligated Amount: \$0.00 Continued ...				

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
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"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.: 2015-5469
 Director | Wage Determinations | Revision No.: 20
 Date Of Last Revision: 09/01/2022

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: Arizona

Area: Arizona Counties of Maricopa Pinal

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.96
01012 - Accounting Clerk II		20.16
01013 - Accounting Clerk III		22.55
01020 - Administrative Assistant		29.71
01035 - Court Reporter		29.63
01041 - Customer Service Representative I		14.98**
01042 - Customer Service Representative II		16.85
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		16.38
01052 - Data Entry Operator II		17.87
01060 - Dispatcher Motor Vehicle		18.79
01070 - Document Preparation Clerk		16.53
01090 - Duplicating Machine Operator		16.53
01111 - General Clerk I		15.11
01112 - General Clerk II		16.49
01113 - General Clerk III		18.52

01120 - Housing Referral Assistant	22.65
01141 - Messenger Courier	14.82***
01191 - Order Clerk I	15.91
01192 - Order Clerk II	17.36
01261 - Personnel Assistant (Employment) I	18.08
01262 - Personnel Assistant (Employment) II	20.23
01263 - Personnel Assistant (Employment) III	22.55
01270 - Production Control Clerk	22.89
01290 - Rental Clerk	16.85
01300 - Scheduler Maintenance	18.17
01311 - Secretary I	18.17
01312 - Secretary II	20.33
01313 - Secretary III	22.65
01320 - Service Order Dispatcher	16.79
01410 - Supply Technician	29.71
01420 - Survey Worker	17.72
01460 - Switchboard Operator/Receptionist	15.35
01531 - Travel Clerk I	19.76
01532 - Travel Clerk II	21.43
01533 - Travel Clerk III	23.04
01611 - Word Processor I	17.76
01612 - Word Processor II	19.93
01613 - Word Processor III	22.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.09
05010 - Automotive Electrician	21.02
05040 - Automotive Glass Installer	19.46
05070 - Automotive Worker	19.46
05110 - Mobile Equipment Servicer	16.62
05130 - Motor Equipment Metal Mechanic	22.69
05160 - Motor Equipment Metal Worker	19.62
05190 - Motor Vehicle Mechanic	22.55
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.48***
05400 - Transmission Repair Specialist	22.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.40***
07041 - Cook I	14.85***
07042 - Cook II	17.73
07070 - Dishwasher	13.79***
07130 - Food Service Worker	14.05***
07210 - Meat Cutter	18.16
07260 - Waiter/Waitress	14.65***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	10.88***
09080 - Furniture Refinisher	17.38
09090 - Furniture Refinisher Helper	12.16***
09110 - Furniture Repairer Minor	14.77***
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.93***
11060 - Elevator Operator	13.93***
11090 - Gardener	20.80
11122 - Housekeeping Aide	14.24***
11150 - Janitor	14.24***
11210 - Laborer Grounds Maintenance	14.70***
11240 - Maid or Houseman	13.83***
11260 - Pruner	13.83***
11270 - Tractor Operator	18.75
11330 - Trail Maintenance Worker	14.70***

11360 - Window Cleaner	15.14
12000 - Health Occupations	
12010 Ambulance Driver	17.68
12011 - Breath Alcohol Technician	26.03
12012 - Certified Occupational Therapist Assistant	33.53
12015 - Certified Physical Therapist Assistant	23.58
12020 Dental Assistant	22.70
12025 - Dental Hygienist	43.88
12030 - EKG Technician	26.86
12035 - Electroneurodiagnostic Technologist	26.86
12040 Emergency Medical Technician	17.68
12071 - Licensed Practical Nurse I	23.27
12072 - Licensed Practical Nurse II	26.03
12073 - Licensed Practical Nurse III	29.02
12100 Medical Assistant	18.08
12130 - Medical Laboratory Technician	23.73
12160 - Medical Record Clerk	19.43
12190 - Medical Record Technician	21.74
12195 Medical Transcriptionist	19.10
12210 - Nuclear Medicine Technologist	42.26
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	19.75
12236 - Optical Technician	18.45
12250 Pharmacy Technician	17.91
12280 - Phlebotomist	18.28
12305 - Radiologic Technologist	32.17
12311 - Registered Nurse I	26.93
12312 Registered Nurse II	33.08
12313 - Registered Nurse II Specialist	33.08
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III Anesthetist	40.02
12316 Registered Nurse IV	47.96
12317 - Scheduler (Drug and Alcohol Testing)	32.25
12320 - Substance Abuse Treatment Counselor	23.72
13000 - Information And Arts Occupations	
13011 Exhibits Specialist I	18.20
13012 - Exhibits Specialist II	22.55
13013 - Exhibits Specialist III	27.58
13041 - Illustrator I	18.79
13042 Illustrator II	23.21
13043 - Illustrator III	28.39
13047 - Librarian	26.75
13050 - Library Aide/Clerk	16.05
13054 Library Information Technology Systems Administrator	24.16
13058 - Library Technician	17.28
13061 - Media Specialist I	17.42
13062 Media Specialist II	19.49
13063 - Media Specialist III	21.74
13071 - Photographer I	15.92
13072 - Photographer II	17.80
13073 Photographer III	22.05
13074 - Photographer IV	26.98
13075 - Photographer V	32.65
13090 - Technical Order Library Clerk	20.16
13110 Video Teleconference Technician	22.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.86
14042 - Computer Operator II	21.10
14043 Computer Operator III	23.51
14044 - Computer Operator IV	26.14
14045 - Computer Operator V	28.94

14071 - Computer Programmer I	(see 1)	23.60
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		18.86
14160 - Personal Computer Support Technician		26.14
14170 - System Support Specialist		30.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.96
15020 - Aircrew Training Devices Instructor (Rated)		39.87
15030 - Air Crew Training Devices Instructor (Pilot)		47.80
15050 - Computer Based Training Specialist / Instructor		32.96
15060 - Educational Technologist		29.37
15070 - Flight Instructor (Pilot)		47.80
15080 - Graphic Artist		25.92
15085 - Maintenance Test Pilot Fixed Jet/Prop		47.80
15086 - Maintenance Test Pilot Rotary Wing		47.80
15088 - Non-Maintenance Test/Co-Pilot		47.80
15090 - Technical Instructor		24.20
15095 - Technical Instructor/Course Developer		29.60
15110 - Test Proctor		19.53
15120 - Tutor		19.53
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		16.79
16030 - Counter Attendant		16.79
16040 - Dry Cleaner		19.39
16070 - Finisher Flatwork Machine		16.79
16090 - Presser Hand		16.79
16110 - Presser Machine Drycleaning		16.79
16130 - Presser Machine Shirts		16.79
16160 - Presser Machine Wearing Apparel Laundry		16.79
16190 - Sewing Machine Operator		20.20
16220 - Tailor		21.01
16250 - Washer Machine		17.77
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.65
19040 - Tool And Die Maker		29.47
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.54
21030 - Material Coordinator		22.89
21040 - Material Expediter		22.89
21050 - Material Handling Laborer		14.86***
21071 - Order Filler		14.52***
21080 - Production Line Worker (Food Processing)		18.54
21110 - Shipping Packer		17.72
21130 - Shipping/Receiving Clerk		17.72
21140 - Store Worker I		13.33***
21150 - Stock Clerk		16.91
21210 - Tools And Parts Attendant		18.54
21410 - Warehouse Specialist		18.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.48
23019 - Aircraft Logs and Records Technician		27.38
23021 - Aircraft Mechanic I		34.52
23022 - Aircraft Mechanic II		36.48
23023 - Aircraft Mechanic III		38.42
23040 - Aircraft Mechanic Helper		22.50
23050 - Aircraft Painter		32.19
23060 - Aircraft Servicer		27.38
23070 - Aircraft Survival Flight Equipment Technician		32.19
23080 - Aircraft Worker		29.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		29.79

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	34.52
II	
23110 - Appliance Mechanic	25.36
23120 - Bicycle Repairer	19.15
23125 - Cable Splicer	41.90
23130 - Carpenter Maintenance	23.02
23140 - Carpet Layer	19.03
23160 - Electrician Maintenance	23.55
23181 - Electronics Technician Maintenance I	26.72
23182 - Electronics Technician Maintenance II	28.87
23183 - Electronics Technician Maintenance III	30.96
23260 - Fabric Worker	21.02
23290 - Fire Alarm System Mechanic	26.59
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System Mechanic	36.26
23312 - Fuel Distribution System Operator	26.21
23370 - General Maintenance Worker	19.03
23380 - Ground Support Equipment Mechanic	34.52
23381 - Ground Support Equipment Servicer	27.38
23382 - Ground Support Equipment Worker	29.80
23391 - Gunsmith I	19.15
23392 - Gunsmith II	22.86
23393 - Gunsmith III	26.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.94
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.25
23430 - Heavy Equipment Mechanic	26.11
23440 - Heavy Equipment Operator	23.74
23460 - Instrument Mechanic	27.05
23465 - Laboratory/Shelter Mechanic	24.70
23470 - Laborer	14.86***
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	28.63
23550 - Machinist Maintenance	23.61
23580 - Maintenance Trades Helper	17.59
23591 - Metrology Technician I	27.05
23592 - Metrology Technician II	28.59
23593 - Metrology Technician III	30.09
23640 - Millwright	31.57
23710 - Office Appliance Repairer	19.75
23760 - Painter Maintenance	19.36
23790 - Pipefitter Maintenance	25.98
23810 - Plumber Maintenance	24.22
23820 - Pneudraulic Systems Mechanic	26.49
23850 - Rigger	28.79
23870 - Scale Mechanic	22.86
23890 - Sheet-Metal Worker Maintenance	23.22
23910 - Small Engine Mechanic	19.84
23931 - Telecommunications Mechanic I	29.33
23932 - Telecommunications Mechanic II	31.00
23950 - Telephone Lineman	23.17
23960 - Welder Combination Maintenance	22.81
23965 - Well Driller	28.29
23970 - Woodcraft Worker	26.49
23980 - Woodworker	19.15
24000 - Personal Needs Occupations	
24550 - Case Manager	18.05
24570 - Child Care Attendant	14.12***
24580 - Child Care Center Clerk	17.66
24610 - Chore Aide	14.00***
24620 - Family Readiness And Support Services Coordinator	18.05
24630 - Homemaker	18.38

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.36
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	29.36
25190 - Ventilation Equipment Tender	19.14
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.85
27007 - Baggage Inspector	14.70***
27008 - Corrections Officer	24.12
27010 - Court Security Officer	25.93
27030 - Detection Dog Handler	16.45
27040 - Detention Officer	24.12
27070 - Firefighter	26.40
27101 - Guard I	14.70***
27102 - Guard II	16.45
27131 - Police Officer I	33.37
27132 - Police Officer II	37.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.65
28042 - Carnival Equipment Repairer	20.69
28043 - Carnival Worker	13.54***
28210 - Gate Attendant/Gate Tender	17.46
28310 - Lifeguard	13.90***
28350 - Park Attendant (Aide)	19.53
28510 - Recreation Aide/Health Facility Attendant	14.26***
28515 - Recreation Specialist	24.20
28630 - Sports Official	15.56
28690 - Swimming Pool Operator	24.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.41
29020 - Hatch Tender	29.41
29030 - Line Handler	29.41
29041 - Stevedore I	27.02
29042 - Stevedore II	31.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.90
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.58
30021 - Archeological Technician I	19.14
30022 - Archeological Technician II	21.41
30023 - Archeological Technician III	26.53
30030 - Cartographic Technician	26.53
30040 - Civil Engineering Technician	28.26
30051 - Cryogenic Technician I	29.38
30052 - Cryogenic Technician II	32.46
30061 - Drafter/CAD Operator I	19.14
30062 - Drafter/CAD Operator II	21.41
30063 - Drafter/CAD Operator III	23.87
30064 - Drafter/CAD Operator IV	29.38
30081 - Engineering Technician I	16.72
30082 - Engineering Technician II	18.76
30083 - Engineering Technician III	21.48
30084 - Engineering Technician IV	26.00
30085 - Engineering Technician V	31.81
30086 - Engineering Technician VI	38.48
30090 - Environmental Technician	22.96
30095 - Evidence Control Specialist	26.53
30210 - Laboratory Technician	23.43
30221 - Latent Fingerprint Technician I	27.77
30222 - Latent Fingerprint Technician II	30.68
30240 - Mathematical Technician	31.22
30361 - Paralegal/Legal Assistant I	21.19
30362 - Paralegal/Legal Assistant II	25.87
30363 - Paralegal/Legal Assistant III	31.65

30364 - Paralegal/Legal Assistant IV	38.30
30375 - Petroleum Supply Specialist	32.46
30390 - Photo-Optics Technician	26.53
30395 - Radiation Control Technician	32.46
30461 - Technical Writer I	25.36
30462 - Technical Writer II	31.03
30463 - Technical Writer III	37.53
30491 - Unexploded Ordnance (UXO) Technician I	27.27
30492 - Unexploded Ordnance (UXO) Technician II	32.99
30493 - Unexploded Ordnance (UXO) Technician III	39.55
30494 - Unexploded (UXO) Safety Escort	27.27
30495 - Unexploded (UXO) Sweep Personnel	27.27
30501 - Weather Forecaster I	29.38
30502 - Weather Forecaster II	35.74
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.87
Surface Programs	
30621 - Weather Observer Senior	(see 2) 26.53
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.99
31020 - Bus Aide	15.69
31030 - Bus Driver	24.35
31043 - Driver Courier	16.69
31260 - Parking and Lot Attendant	14.12***
31290 - Shuttle Bus Driver	16.83
31310 - Taxi Driver	14.49***
31361 - Truckdriver Light	18.51
31362 - Truckdriver Medium	20.31
31363 - Truckdriver Heavy	23.33
31364 - Truckdriver Tractor-Trailer	23.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.09
99030 - Cashier	13.89***
99050 - Desk Clerk	13.98***
99095 - Embalmer	28.19
99130 - Flight Follower	27.27
99251 - Laboratory Animal Caretaker I	15.70
99252 - Laboratory Animal Caretaker II	17.41
99260 - Marketing Analyst	29.63
99310 - Mortician	28.19
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	18.45
99710 - Recycling Laborer	24.17
99711 - Recycling Specialist	31.02
99730 - Refuse Collector	20.99
99810 - Sales Clerk	14.20***
99820 - School Crossing Guard	13.67***
99830 - Survey Party Chief	33.32
99831 - Surveying Aide	20.06
99832 - Surveying Technician	28.29
99840 - Vending Machine Attendant	17.44
99841 - Vending Machine Repairer	22.85
99842 - Vending Machine Repairer Helper	17.44

***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))."