

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES	
			1	3
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)	
P00018	See Block 16C			
6. ISSUED BY	CODE	7. ADMINISTERED BY (If other than Item 6)	CODE	ICE/DCR
DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	70CDCR	ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024		
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)		(X)	9A. AMENDMENT OF SOLICITATION NO.	
MANAGEMENT TRAINING CORPORATION ATTN [REDACTED] PO BOX 10 CENTERVILLE UT 840141708			9B. DATED (SEE ITEM 11)	
		X	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000006	
			10B. DATED (SEE ITEM 13) 12/19/2019	
CODE	G58ZEJ7HJGM1	FACILITY CODE		
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers <input type="checkbox"/> is extended, <input type="checkbox"/> is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.				
12. ACCOUNTING AND APPROPRIATION DATA (If required) See Schedule				
13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.			
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).			
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:			
X	D. OTHER (Specify type of modification and authority) Administrative Action IAW 70CDCR20D00000006			
E. IMPORTANT: Contractor <input checked="" type="checkbox"/> is not <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) UEI: G58ZEJ7HJGM1 COR: [REDACTED], 619-436-[REDACTED] Contract Specialist: [REDACTED], 202-732-[REDACTED] Contracting Officer: [REDACTED] (202) 430-[REDACTED] Vendor POC: [REDACTED] (801) 693-[REDACTED]				
There is no requisition associated with this modification.				
The purpose of administrative modification P00018 is to approve the Request for Equitable/Service Contract Act Adjustment submitted by Management & Training Corporation (MTC) for the Imperial CDF on January 13, 2025. The REA addresses the DOL Wage 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)		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. DATE SIGNED		16C. DATE SIGNED
(Signature of person authorized to sign)		[REDACTED] Digitally signed by [REDACTED] Date: 2025.02.07 16:09:34 05/00		02/07/2025
		(Signature of Contracting Officer)		

NAME OF OFFEROR OR CONTRACTOR  
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Determination (2015-5607 (Rev 24)) publication dated July 22, 2024, and effective December 20, 2024, incorporated into the contract by 70CDCR20D00000006 P00017. The new rates are retroactively incorporated beginning 12/20/2024.</p> <p>For billing purposes, the new rates as indicated below shall take effect 12/20/2024 for CLIN 1001 and 1003. A retroactive payment in the total amount of \$ (Custody) and \$ (Transportation) for a total of \$ is to be approved on the applicable Task Order to satisfy the increase from 12/20/2024 to 01/31/2025.</p> <p>CLIN 1001: Bed Day Rate:   Rate: \$ changed to Rate: \$ effective 12/20/24.</p> <p>CLIN 1003: Transportation Monthly Fee   Rate: \$ changed to Rate: \$ effective 12/20/24.</p> <p>All other contract terms and conditions remain unchanged.</p> <p>Period of Performance: 12/20/2024 to 12/19/2029</p> <p>Change Item 1001 to read as follows (amount shown is the total amount):</p> <p>1001 Detention Services Guaranteed Minimum - </p> <p>Periods of Performance and Bed Day Rates: Year 1 (12/20/24 - 12/19/25) \$ ; Not-to-Exceed (NTE): \$ Year 2 (12/20/25 - 12/19/26) \$ ; NTE: \$ Year 3 (12/20/26 - 12/19/27) \$ ; NTE: \$ Year 4 (12/20/27 - 12/19/28) \$ ; NTE: \$ Year 5 (12/20/28 - 12/19/29) \$ ; NTE: \$ Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1003 to read as follows (amount shown is the total amount):</p> <p>Continued ...</p>				

NAME OF OFFEROR OR CONTRACTOR  
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1003	<p>Transportation Monthly Fee</p> <p>Periods of Performance and Monthly Rates:</p> <p>Year 1 (12/20/24 - 12/19/25) \$ [REDACTED]</p> <p>Not-to-Exceed (NTE): \$ [REDACTED]</p> <p>Year 2 (12/20/25 - 12/19/26) \$ [REDACTED]; NTE: [REDACTED]</p> <p>Year 3 (12/20/26 - 12/19/27) \$ [REDACTED]; NTE: [REDACTED]</p> <p>Year 4 (12/20/27 - 12/19/28) \$ [REDACTED]; NTE: [REDACTED]</p> <p>Year 5 (12/20/28 - 12/19/29) \$ [REDACTED]; NTE: [REDACTED]</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES	
				14	
2. AMENDMENT/MODIFICATION NO.		3. EFFECTIVE DATE		4. REQUISITION/PURCHASE REQ. NO.	
P00017		See Block 16C			
6. ISSUED BY		CODE		7. ADMINISTERED BY (If other than Item 6)	
		70CDCR		CODE ICE/DCR	
DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024				ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)		(X)		9A. AMENDMENT OF SOLICITATION NO.	
MANAGEMENT TRAINING CORPORATION ATTN [REDACTED] PO BOX 10 CENTERVILLE UT 840141708				9B. DATED (SEE ITEM 11)	
		X		10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000006	
CODE G58ZEJ7HJGM1		FACILITY CODE		10B. DATED (SEE ITEM 13) 12/19/2019	
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS					
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers <input type="checkbox"/> is extended, <input type="checkbox"/> is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.					
12. ACCOUNTING AND APPROPRIATION DATA (If required) See Schedule					
13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.					
CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.				
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).				
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:				
X	D. OTHER (Specify type of modification and authority) Unilateral - FAR 17.207 - Exercise of Options				
E. IMPORTANT: Contractor <input checked="" type="checkbox"/> is not <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.					
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) UEI: G58ZEJ7HJGM1 COR: [REDACTED], 619-436-[REDACTED] Contract Specialist: [REDACTED], 202-732-[REDACTED] Contracting Officer: [REDACTED], (771) 233-[REDACTED] Vendor POC: [REDACTED] (801) 693-[REDACTED]					
The purpose of this modification is to:					
1. Exercise Option Year 1 CLINs 1001, 1002, 1003, 1004, and 1005 as indicated below for a period of performance of 12/20/2024 - 12/19/2029. Funding for this option period will be obligated through an upcoming task order. 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)			
		[REDACTED]			
15B. CONTRACTOR/OFFEROR		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA	
(Signature of person authorized to sign)				[REDACTED] Date: 2024.12.19 09:04:48 -05:00	
Previous edition unusable				(Signature of Contracting Officer)	

NAME OF OFFEROR OR CONTRACTOR  
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>2. Incorporate DOL Wage Determination 2015-5607, Revision 24 dated 07/22/2024. The new WD is effective 12/20/2024. IAW FAR 52.222-43, the Contractor shall notify the CO of any increase claimed under this clause within 30 days after receipt of this modification.</p> <p>3. As a result of this modification, the total value of this action has remained unchanged \$ [REDACTED].</p> <p>There is no requisition associated with this modification. All funding continues to be obligated at the task order level.</p> <p>All other contract terms and conditions remain unchanged.</p> <p>Period of Performance: 12/20/2024 to 12/19/2029</p> <p>Change Item 1001 to read as follows (amount shown is the total amount):</p>				
1001	<p>Detention Services Guaranteed Minimum - [REDACTED]</p> <p>Periods of Performance and Bed Day Rates: Year 1 (12/20/24 - 12/19/25) \$ [REDACTED]; Not-to-Exceed (NTE): \$ [REDACTED] Year 2 (12/20/25 - 12/19/26) \$ [REDACTED] NTE: \$ [REDACTED] Year 3 (12/20/26 - 12/19/27) \$ [REDACTED]; NTE: \$ [REDACTED] Year 4 (12/20/27 - 12/19/28) \$ [REDACTED]; NTE: \$ [REDACTED] Year 5 (12/20/28 - 12/19/29) \$ [REDACTED]; NTE: \$ [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 1002 to read as follows (amount shown is the total amount):</p>				
1002	<p>Detention Services Above Guaranteed Minimum ([REDACTED])</p> <p>Periods of Performance and Bed Day Rates: Year 1 (12/20/24 - 12/19/25) \$ [REDACTED] Year 2 (12/20/25 - 12/19/26) \$ [REDACTED] Continued ...</p>				

NAME OF OFFEROR OR CONTRACTOR  
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Year 3 (12/20/26 - 12/19/27) \$ [REDACTED] Year 4 (12/20/27 - 12/19/28) \$ [REDACTED] Year 5 (12/20/28 - 12/19/29) \$ [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD  Change Item 1003 to read as follows (amount shown is the total amount):  1003 Transportation Monthly Fee  Periods of Performance and Monthly Rates: Year 1 (12/20/24 - 12/19/25) \$ [REDACTED]; Not-to-Exceed (NTE): \$ [REDACTED] Year 2 (12/20/25 - 12/19/26) \$ [REDACTED]; NTE: \$ [REDACTED] Year 3 (12/20/26 - 12/19/27) \$ [REDACTED]; NTE: \$ [REDACTED] Year 4 (12/20/27 - 12/19/28) \$ [REDACTED]; NTE: \$ [REDACTED] Year 5 (12/20/28 - 12/19/29) \$ [REDACTED]; NTE: \$ [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD  Change Item 1004 to read as follows (amount shown is the total amount):  1004 Detainee Work Program 250000 EA [REDACTED] Rate: \$ [REDACTED] Per Day Per Detainee  Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD  Change Item 1005 to read as follows (amount shown is the total amount):  1005 Facility Upgrades  NTE \$ [REDACTED] *  *No facility modifications or other work planned under this CLIN may be initiated without a negotiated proposal and with approval by the Continued ...				

NAME OF OFFEROR OR CONTRACTOR  
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Contracting Officer via a contract modification and funding obligated via task order. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD  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.				

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5607 Revision No.: 24 Date Of Last Revision: 07/22/2024

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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

State: California

Area: California County of Imperial

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.60
01012 - Accounting Clerk II		22.00
01013 - Accounting Clerk III		24.61
01020 - Administrative Assistant		35.56
01035 - Court Reporter		23.11
01041 - Customer Service Representative I		16.44***
01042 - Customer Service Representative II		17.94
01043 - Customer Service Representative III		20.13
01051 - Data Entry Operator I		17.14***
01052 - Data Entry Operator II		18.70
01060 - Dispatcher, Motor Vehicle		23.57
01070 - Document Preparation Clerk		18.41
01090 - Duplicating Machine Operator		18.41
01111 - General Clerk I		16.90***
01112 - General Clerk II		18.44
01113 - General Clerk III		20.69



01120 - Housing Referral Assistant	25.77
01141 - Messenger Courier	14.99***
01191 - Order Clerk I	17.48
01192 - Order Clerk II	19.07
01261 - Personnel Assistant (Employment) I	20.76
01262 - Personnel Assistant (Employment) II	23.22
01263 - Personnel Assistant (Employment) III	25.90
01270 - Production Control Clerk	30.47
01290 - Rental Clerk	18.37
01300 - Scheduler, Maintenance	20.66
01311 - Secretary I	20.66
01312 - Secretary II	23.11
01313 - Secretary III	25.77
01320 - Service Order Dispatcher	21.08
01410 - Supply Technician	35.56
01420 - Survey Worker	21.46
01460 - Switchboard Operator/Receptionist	17.17***
01531 - Travel Clerk I	17.99
01532 - Travel Clerk II	18.60
01533 - Travel Clerk III	20.16
01611 - Word Processor I	18.41
01612 - Word Processor II	20.66
01613 - Word Processor III	23.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.26
05010 - Automotive Electrician	25.27
05040 - Automotive Glass Installer	23.71
05070 - Automotive Worker	23.71
05110 - Mobile Equipment Servicer	21.61
05130 - Motor Equipment Metal Mechanic	26.91
05160 - Motor Equipment Metal Worker	23.71
05190 - Motor Vehicle Mechanic	26.91
05220 - Motor Vehicle Mechanic Helper	20.12
05250 - Motor Vehicle Upholstery Worker	22.82
05280 - Motor Vehicle Wrecker	23.71
05310 - Painter, Automotive	25.27
05340 - Radiator Repair Specialist	23.71
05370 - Tire Repairer	17.25
05400 - Transmission Repair Specialist	26.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.73
07041 - Cook I	21.11
07042 - Cook II	24.27
07070 - Dishwasher	16.46***
07130 - Food Service Worker	16.80***
07210 - Meat Cutter	20.19
07260 - Waiter/Waitress	15.63***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.72
09040 - Furniture Handler	20.04
09080 - Furniture Refinisher	29.72
09090 - Furniture Refinisher Helper	22.56
09110 - Furniture Repairer, Minor	26.01
09130 - Upholsterer	29.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.92***
11060 - Elevator Operator	17.32
11090 - Gardener	21.49
11122 - Housekeeping Aide	17.32
11150 - Janitor	17.32
11210 - Laborer, Grounds Maintenance	17.78
11240 - Maid or Houseman	17.41
11260 - Pruner	16.97***
11270 - Tractor Operator	20.01
11330 - Trail Maintenance Worker	17.78

11360 - Window Cleaner	18.15
12000 - Health Occupations	
12010 - Ambulance Driver	26.22
12011 - Breath Alcohol Technician	29.17
12012 - Certified Occupational Therapist Assistant	40.04
12015 - Certified Physical Therapist Assistant	40.04
12020 - Dental Assistant	24.48
12025 - Dental Hygienist	58.30
12030 - EKG Technician	44.22
12035 - Electroneurodiagnostic Technologist	44.22
12040 - Emergency Medical Technician	26.22
12071 - Licensed Practical Nurse I	26.09
12072 - Licensed Practical Nurse II	29.17
12073 - Licensed Practical Nurse III	32.53
12100 - Medical Assistant	18.31
12130 - Medical Laboratory Technician	25.96
12160 - Medical Record Clerk	20.48
12190 - Medical Record Technician	22.92
12195 - Medical Transcriptionist	26.09
12210 - Nuclear Medicine Technologist	64.13
12221 - Nursing Assistant I	15.57***
12222 - Nursing Assistant II	17.53
12223 - Nursing Assistant III	19.12
12224 - Nursing Assistant IV	21.46
12235 - Optical Dispenser	29.03
12236 - Optical Technician	26.09
12250 - Pharmacy Technician	23.12
12280 - Phlebotomist	21.99
12305 - Radiologic Technologist	45.60
12311 - Registered Nurse I	30.08
12312 - Registered Nurse II	36.80
12313 - Registered Nurse II, Specialist	36.80
12314 - Registered Nurse III	44.52
12315 - Registered Nurse III, Anesthetist	44.52
12316 - Registered Nurse IV	53.36
12317 - Scheduler (Drug and Alcohol Testing)	36.16
12320 - Substance Abuse Treatment Counselor	29.70
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.00
13012 - Exhibits Specialist II	28.50
13013 - Exhibits Specialist III	34.85
13041 - Illustrator I	23.23
13042 - Illustrator II	28.78
13043 - Illustrator III	35.20
13047 - Librarian	31.80
13050 - Library Aide/Clerk	18.25
13054 - Library Information Technology Systems Administrator	28.72
13058 - Library Technician	23.21
13061 - Media Specialist I	20.72
13062 - Media Specialist II	23.18
13063 - Media Specialist III	25.85
13071 - Photographer I	17.96
13072 - Photographer II	20.28
13073 - Photographer III	24.89
13074 - Photographer IV	30.45
13075 - Photographer V	36.84
13090 - Technical Order Library Clerk	22.92
13110 - Video Teleconference Technician	19.48
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.42
14042 - Computer Operator II	22.84
14043 - Computer Operator III	25.47
14044 - Computer Operator IV	28.30
14045 - Computer Operator V	31.34

14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.42
14160 - Personal Computer Support Technician		28.30
14170 - System Support Specialist		31.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.69
15020 - Aircrew Training Devices Instructor (Rated)		41.98
15030 - Air Crew Training Devices Instructor (Pilot)		50.31
15050 - Computer Based Training Specialist / Instructor		34.69
15060 - Educational Technologist		48.49
15070 - Flight Instructor (Pilot)		50.31
15080 - Graphic Artist		31.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.03
15086 - Maintenance Test Pilot, Rotary Wing		49.03
15088 - Non-Maintenance Test/Co-Pilot		49.03
15090 - Technical Instructor		26.13
15095 - Technical Instructor/Course Developer		31.96
15110 - Test Proctor		21.83
15120 - Tutor		21.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.99
16030 - Counter Attendant		17.99
16040 - Dry Cleaner		20.55
16070 - Finisher, Flatwork, Machine		17.99
16090 - Presser, Hand		17.99
16110 - Presser, Machine, Drycleaning		17.99
16130 - Presser, Machine, Shirts		17.99
16160 - Presser, Machine, Wearing Apparel, Laundry		17.99
16190 - Sewing Machine Operator		21.41
16220 - Tailor		22.26
16250 - Washer, Machine		18.85
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.72
19040 - Tool And Die Maker		35.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.19
21030 - Material Coordinator		30.47
21040 - Material Expediter		30.47
21050 - Material Handling Laborer		17.19***
21071 - Order Filler		18.06
21080 - Production Line Worker (Food Processing)		19.19
21110 - Shipping Packer		18.80
21130 - Shipping/Receiving Clerk		18.80
21140 - Store Worker I		17.83
21150 - Stock Clerk		20.55
21210 - Tools And Parts Attendant		19.19
21410 - Warehouse Specialist		19.19
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.13
23019 - Aircraft Logs and Records Technician		26.01
23021 - Aircraft Mechanic I		31.65
23022 - Aircraft Mechanic II		33.13
23023 - Aircraft Mechanic III		34.32
23040 - Aircraft Mechanic Helper		22.56
23050 - Aircraft, Painter		29.72
23060 - Aircraft Servicer		26.01
23070 - Aircraft Survival Flight Equipment Technician		29.72
23080 - Aircraft Worker		27.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		27.85

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	31.65
II	
23110 - Appliance Mechanic	29.72
23120 - Bicycle Repairer	24.22
23125 - Cable Splicer	31.65
23130 - Carpenter, Maintenance	31.04
23140 - Carpet Layer	27.85
23160 - Electrician, Maintenance	35.68
23181 - Electronics Technician Maintenance I	27.85
23182 - Electronics Technician Maintenance II	29.72
23183 - Electronics Technician Maintenance III	31.65
23260 - Fabric Worker	26.01
23290 - Fire Alarm System Mechanic	31.65
23310 - Fire Extinguisher Repairer	24.22
23311 - Fuel Distribution System Mechanic	31.65
23312 - Fuel Distribution System Operator	24.22
23370 - General Maintenance Worker	22.73
23380 - Ground Support Equipment Mechanic	31.65
23381 - Ground Support Equipment Servicer	26.01
23382 - Ground Support Equipment Worker	27.85
23391 - Gunsmith I	24.22
23392 - Gunsmith II	27.85
23393 - Gunsmith III	31.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.45
23430 - Heavy Equipment Mechanic	31.29
23440 - Heavy Equipment Operator	29.60
23460 - Instrument Mechanic	31.65
23465 - Laboratory/Shelter Mechanic	29.72
23470 - Laborer	17.19***
23510 - Locksmith	29.72
23530 - Machinery Maintenance Mechanic	29.84
23550 - Machinist, Maintenance	31.65
23580 - Maintenance Trades Helper	19.55
23591 - Metrology Technician I	31.65
23592 - Metrology Technician II	33.13
23593 - Metrology Technician III	34.32
23640 - Millwright	31.65
23710 - Office Appliance Repairer	29.72
23760 - Painter, Maintenance	25.75
23790 - Pipefitter, Maintenance	30.60
23810 - Plumber, Maintenance	28.74
23820 - Pneudraulic Systems Mechanic	31.65
23850 - Rigger	31.65
23870 - Scale Mechanic	27.85
23890 - Sheet-Metal Worker, Maintenance	31.65
23910 - Small Engine Mechanic	27.85
23931 - Telecommunications Mechanic I	35.81
23932 - Telecommunications Mechanic II	37.49
23950 - Telephone Lineman	34.75
23960 - Welder, Combination, Maintenance	24.80
23965 - Well Driller	31.65
23970 - Woodcraft Worker	31.65
23980 - Woodworker	24.22
24000 - Personal Needs Occupations	
24550 - Case Manager	21.69
24570 - Child Care Attendant	16.42***
24580 - Child Care Center Clerk	20.96
24610 - Chore Aide	15.66***
24620 - Family Readiness And Support Services Coordinator	21.69
24630 - Homemaker	21.69

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.56
25040 - Sewage Plant Operator	39.00
25070 - Stationary Engineer	39.57
25190 - Ventilation Equipment Tender	28.88
25210 - Water Treatment Plant Operator	39.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.12
27007 - Baggage Inspector	17.66
27008 - Corrections Officer	35.97
27010 - Court Security Officer	33.14
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	35.97
27070 - Firefighter	27.18
27101 - Guard I	17.66
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.46
28042 - Carnival Equipment Repairer	20.90
28043 - Carnival Worker	16.50***
28210 - Gate Attendant/Gate Tender	20.38
28310 - Lifeguard	18.15
28350 - Park Attendant (Aide)	22.79
28510 - Recreation Aide/Health Facility Attendant	16.63***
28515 - Recreation Specialist	28.25
28630 - Sports Official	18.15
28690 - Swimming Pool Operator	24.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.57
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.26
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.92
30021 - Archeological Technician I	22.69
30022 - Archeological Technician II	25.38
30023 - Archeological Technician III	31.45
30030 - Cartographic Technician	31.45
30040 - Civil Engineering Technician	33.54
30051 - Cryogenic Technician I	27.37
30052 - Cryogenic Technician II	30.23
30061 - Drafter/CAD Operator I	22.69
30062 - Drafter/CAD Operator II	25.38
30063 - Drafter/CAD Operator III	28.31
30064 - Drafter/CAD Operator IV	34.83
30081 - Engineering Technician I	20.22
30082 - Engineering Technician II	22.69
30083 - Engineering Technician III	25.38
30084 - Engineering Technician IV	31.45
30085 - Engineering Technician V	38.47
30086 - Engineering Technician VI	46.54
30090 - Environmental Technician	27.40
30095 - Evidence Control Specialist	24.71
30210 - Laboratory Technician	26.16
30221 - Latent Fingerprint Technician I	27.37
30222 - Latent Fingerprint Technician II	30.23
30240 - Mathematical Technician	31.45
30361 - Paralegal/Legal Assistant I	24.91
30362 - Paralegal/Legal Assistant II	30.87
30363 - Paralegal/Legal Assistant III	37.76

30364 - Paralegal/Legal Assistant IV	45.68
30375 - Petroleum Supply Specialist	30.23
30390 - Photo-Optics Technician	31.45
30395 - Radiation Control Technician	30.23
30461 - Technical Writer I	28.39
30462 - Technical Writer II	34.72
30463 - Technical Writer III	42.00
30491 - Unexploded Ordnance (UXO) Technician I	33.41
30492 - Unexploded Ordnance (UXO) Technician II	40.42
30493 - Unexploded Ordnance (UXO) Technician III	48.45
30494 - Unexploded (UXO) Safety Escort	33.41
30495 - Unexploded (UXO) Sweep Personnel	33.41
30501 - Weather Forecaster I	29.59
30502 - Weather Forecaster II	35.98
30620 - Weather Observer, Combined Upper Air Or	(see 2) 28.31
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 31.45
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.42
31020 - Bus Aide	16.23***
31030 - Bus Driver	22.01
31043 - Driver Courier	18.77
31260 - Parking and Lot Attendant	15.38***
31290 - Shuttle Bus Driver	17.40
31310 - Taxi Driver	15.27***
31361 - Truckdriver, Light	20.16
31362 - Truckdriver, Medium	21.68
31363 - Truckdriver, Heavy	23.60
31364 - Truckdriver, Tractor-Trailer	23.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.71
99030 - Cashier	16.39***
99050 - Desk Clerk	18.02
99095 - Embalmer	33.41
99130 - Flight Follower	33.41
99251 - Laboratory Animal Caretaker I	22.13
99252 - Laboratory Animal Caretaker II	23.76
99260 - Marketing Analyst	30.86
99310 - Mortician	33.41
99410 - Pest Controller	20.89
99510 - Photofinishing Worker	17.56
99710 - Recycling Laborer	24.00
99711 - Recycling Specialist	28.58
99730 - Refuse Collector	22.97
99810 - Sales Clerk	16.74***
99820 - School Crossing Guard	18.76
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
99840 - Vending Machine Attendant	22.13
99841 - Vending Machine Repairer	27.32
99842 - Vending Machine Repairer Helper	22.13

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

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

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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