

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00011	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
6. ISSUED BY CODE	70CDCR	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		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) MANAGEMENT TRAINING CORPORATION ATTN [REDACTED] PO BOX 10 CENTERVILLE UT 840141708		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE G58ZEJ7HJGM1			9B. DATED (SEE ITEM 11)
FACILITY CODE		x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000006
			10B. DATED (SEE ITEM 13) 12/19/2019

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.

<u>CHECK ONE</u>	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 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.)

NAICS Code: [REDACTED]

CAGE Code: [REDACTED]

Contracting Officer's Representative (COR): [REDACTED],

619-436-[REDACTED]

Alternate COR: [REDACTED], 619-495-[REDACTED]

Technical Point of Contact: [REDACTED], 760-335-[REDACTED]

Attachment 28 - Imperial WD 2015-5607 Revision No. 19 Date of Last Revision: 06/27/2022

The purpose of this modification as follows:

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] Senior Vice President	15C. DATE SIGNED 12/16/2022
OR [REDACTED] (Person authorized to sign)	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR20D00000006/P00011

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
MANAGEMENT TRAINING CORPORATION

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT)	UNIT PRICE (E)	AMOUNT (F)
	<p>A) Update and replace Department of Labor (DOL) Wage Determination (WD), Attachment 28 - Imperial WD 2015-5607 Revision 19, Dated 06/27/2022, effective 12/20/2022, see attached.</p> <p>B) Incorporate Transgender Care Memo, see attached.</p> <p>There is no requisition associated with this modification. All funding continues to be obligated at the task order level, if further task orders are issued.</p> <p>In accordance with FAR 52.222-43(f), Fair Labor Standards Act and Service Contract Act - Price Adjustments (Multiple Year and Option Contracts) "The Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The Contractor shall promptly notify the Contracting Officer of any decrease under this clause, but nothing in the clause shall preclude the Government from asserting a claim within the period permitted by law. The notice shall contain a statement of the amount claimed and the change in fixed hourly rates (if this is a time-and-materials or labor-hour contract), and any relevant supporting data, including payroll records, that the Contracting Officer may reasonably require. Upon agreement of the parties, the contract price, contract unit price labor rates, or fixed hourly rates shall be modified in writing. The Contractor shall continue performance pending agreement on or determination of any such adjustment and its effective date."</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00 Period of Performance: 12/20/2019 to 12/19/2034</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>				

01120 - Housing Referral Assistant	22.33
01141 - Messenger Courier	13.45***
01191 - Order Clerk I	16.02
01192 - Order Clerk II	17.48
01261 - Personnel Assistant (Employment) I	18.45
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	23.10
01270 - Production Control Clerk	27.70
01290 - Rental Clerk	16.09
01300 - Scheduler Maintenance	19.01
01311 - Secretary I	19.01
01312 - Secretary II	19.89
01313 - Secretary III	22.33
01320 - Service Order Dispatcher	20.22
01410 - Supply Technician	30.38
01420 - Survey Worker	19.16
01460 - Switchboard Operator/Receptionist	14.19***
01531 - Travel Clerk I	14.86***
01532 - Travel Clerk II	15.37
01533 - Travel Clerk III	16.66
01611 - Word Processor I	17.10
01612 - Word Processor II	19.19
01613 - Word Processor III	21.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.55
05010 - Automotive Electrician	22.37
05040 - Automotive Glass Installer	21.55
05070 - Automotive Worker	21.55
05110 - Mobile Equipment Servicer	19.83
05130 - Motor Equipment Metal Mechanic	23.55
05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	23.55
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	17.00
05400 - Transmission Repair Specialist	23.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	18.79
07042 - Cook II	20.20
07070 - Dishwasher	14.00***
07130 - Food Service Worker	15.04
07210 - Meat Cutter	17.35
07260 - Waiter/Waitress	14.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.57
09040 - Furniture Handler	17.85
09080 - Furniture Refinisher	27.57
09090 - Furniture Refinisher Helper	20.93
09110 - Furniture Repairer Minor	24.13
09130 - Upholsterer	27.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.16***
11060 - Elevator Operator	14.74***
11090 - Gardener	20.89
11122 - Housekeeping Aide	14.74***
11150 - Janitor	14.74***
11210 - Laborer Grounds Maintenance	16.66
11240 - Maid or Houseman	14.46***
11260 - Pruner	15.90
11270 - Tractor Operator	19.45
11330 - Trail Maintenance Worker	16.66

11360 - Window Cleaner	15.78
12000 - Health Occupations	
12010 - Ambulance Driver	26.22
12011 - Breath Alcohol Technician	26.27
12012 - Certified Occupational Therapist Assistant	35.48
12015 - Certified Physical Therapist Assistant	35.48
12020 - Dental Assistant	22.30
12025 - Dental Hygienist	55.95
12030 - EKG Technician	38.69
12035 - Electroneurodiagnostic Technologist	38.69
12040 - Emergency Medical Technician	26.22
12071 - Licensed Practical Nurse I	23.12
12072 - Licensed Practical Nurse II	25.86
12073 - Licensed Practical Nurse III	28.83
12100 - Medical Assistant	16.38
12130 - Medical Laboratory Technician	22.66
12160 - Medical Record Clerk	18.62
12190 - Medical Record Technician	20.84
12195 - Medical Transcriptionist	23.12
12210 - Nuclear Medicine Technologist	53.81
12221 - Nursing Assistant I	13.92***
12222 - Nursing Assistant II	15.64
12223 - Nursing Assistant III	17.07
12224 - Nursing Assistant IV	19.16
12235 - Optical Dispenser	23.99
12236 - Optical Technician	23.12
12250 - Pharmacy Technician	21.22
12280 - Phlebotomist	20.82
12305 - Radiologic Technologist	37.68
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	36.04
12313 - Registered Nurse II Specialist	36.04
12314 - Registered Nurse III	43.59
12315 - Registered Nurse III Anesthetist	43.59
12316 - Registered Nurse IV	52.26
12317 - Scheduler (Drug and Alcohol Testing)	32.54
12320 - Substance Abuse Treatment Counselor	29.70
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.91
13012 - Exhibits Specialist II	25.91
13013 - Exhibits Specialist III	31.68
13041 - Illustrator I	21.12
13042 - Illustrator II	26.16
13043 - Illustrator III	32.00
13047 - Librarian	28.91
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	26.11
13058 - Library Technician	21.72
13061 - Media Specialist I	18.84
13062 - Media Specialist II	21.07
13063 - Media Specialist III	23.50
13071 - Photographer I	16.33
13072 - Photographer II	18.44
13073 - Photographer III	22.63
13074 - Photographer IV	27.68
13075 - Photographer V	33.49
13090 - Technical Order Library Clerk	21.15
13110 - Video Teleconference Technician	17.71
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.72
14042 - Computer Operator II	20.94
14043 - Computer Operator III	23.34
14044 - Computer Operator IV	25.94
14045 - Computer Operator V	28.72

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		18.72
14160 - Personal Computer Support Technician		25.94
14170 - System Support Specialist		29.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.54
15020 - Aircrew Training Devices Instructor (Rated)		38.16
15030 - Air Crew Training Devices Instructor (Pilot)		45.74
15050 - Computer Based Training Specialist / Instructor		31.54
15060 - Educational Technologist		48.49
15070 - Flight Instructor (Pilot)		45.74
15080 - Graphic Artist		31.96
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.18
15086 - Maintenance Test Pilot Rotary Wing		44.18
15088 - Non-Maintenance Test/Co-Pilot		44.18
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		16.41
16030 - Counter Attendant		16.41
16040 - Dry Cleaner		18.75
16070 - Finisher Flatwork Machine		16.41
16090 - Presser Hand		16.41
16110 - Presser Machine Drycleaning		16.41
16130 - Presser Machine Shirts		16.41
16160 - Presser Machine Wearing Apparel Laundry		16.41
16190 - Sewing Machine Operator		19.53
16220 - Tailor		20.31
16250 - Washer Machine		17.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.57
19040 - Tool And Die Maker		32.81
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.88
21030 - Material Coordinator		27.70
21040 - Material Expediter		27.70
21050 - Material Handling Laborer		15.42
21071 - Order Filler		15.33
21080 - Production Line Worker (Food Processing)		18.88
21110 - Shipping Packer		16.51
21130 - Shipping/Receiving Clerk		16.51
21140 - Store Worker I		15.63
21150 - Stock Clerk		18.51
21210 - Tools And Parts Attendant		18.88
21410 - Warehouse Specialist		18.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.73
23019 - Aircraft Logs and Records Technician		24.13
23021 - Aircraft Mechanic I		29.35
23022 - Aircraft Mechanic II		30.72
23023 - Aircraft Mechanic III		31.82
23040 - Aircraft Mechanic Helper		20.93
23050 - Aircraft Painter		27.57
23060 - Aircraft Servicer		24.13
23070 - Aircraft Survival Flight Equipment Technician		27.57
23080 - Aircraft Worker		25.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.84

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	29.35
II		
23110	- Appliance Mechanic	27.57
23120	- Bicycle Repairer	22.47
23125	- Cable Splicer	29.35
23130	- Carpenter Maintenance	31.04
23140	- Carpet Layer	25.84
23160	- Electrician Maintenance	33.55
23181	- Electronics Technician Maintenance I	25.84
23182	- Electronics Technician Maintenance II	27.57
23183	- Electronics Technician Maintenance III	29.35
23260	- Fabric Worker	24.13
23290	- Fire Alarm System Mechanic	29.35
23310	- Fire Extinguisher Repairer	22.47
23311	- Fuel Distribution System Mechanic	29.35
23312	- Fuel Distribution System Operator	22.47
23370	- General Maintenance Worker	19.20
23380	- Ground Support Equipment Mechanic	29.35
23381	- Ground Support Equipment Servicer	24.13
23382	- Ground Support Equipment Worker	25.84
23391	- Gunsmith I	22.47
23392	- Gunsmith II	25.84
23393	- Gunsmith III	29.35
23410	- Heating Ventilation And Air-Conditioning Mechanic	30.04
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.45
23430	- Heavy Equipment Mechanic	30.08
23440	- Heavy Equipment Operator	28.86
23460	- Instrument Mechanic	29.35
23465	- Laboratory/Shelter Mechanic	27.57
23470	- Laborer	14.85***
23510	- Locksmith	27.57
23530	- Machinery Maintenance Mechanic	29.84
23550	- Machinist Maintenance	29.35
23580	- Maintenance Trades Helper	17.77
23591	- Metrology Technician I	29.35
23592	- Metrology Technician II	30.73
23593	- Metrology Technician III	31.82
23640	- Millwright	29.35
23710	- Office Appliance Repairer	27.57
23760	- Painter Maintenance	25.75
23790	- Pipefitter Maintenance	28.82
23810	- Plumber Maintenance	27.07
23820	- Pneudraulic Systems Mechanic	29.35
23850	- Rigger	29.35
23870	- Scale Mechanic	25.84
23890	- Sheet-Metal Worker Maintenance	29.35
23910	- Small Engine Mechanic	25.84
23931	- Telecommunications Mechanic I	29.59
23932	- Telecommunications Mechanic II	30.98
23950	- Telephone Lineman	28.72
23960	- Welder Combination Maintenance	24.80
23965	- Well Driller	29.35
23970	- Woodcraft Worker	29.35
23980	- Woodworker	22.47
24000	- Personal Needs Occupations	
24550	- Case Manager	21.69
24570	- Child Care Attendant	14.32***
24580	- Child Care Center Clerk	19.94
24610	- Chore Aide	14.24***
24620	- Family Readiness And Support Services Coordinator	21.69
24630	- Homemaker	21.69

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.69
25040 - Sewage Plant Operator	36.07
25070 - Stationary Engineer	32.70
25190 - Ventilation Equipment Tender	23.86
25210 - Water Treatment Plant Operator	36.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.56
27007 - Baggage Inspector	14.79***
27008 - Corrections Officer	32.70
27010 - Court Security Officer	31.84
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	32.70
27070 - Firefighter	27.18
27101 - Guard I	14.79***
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.12
28042 - Carnival Equipment Repairer	18.39
28043 - Carnival Worker	13.68***
28210 - Gate Attendant/Gate Tender	17.18
28310 - Lifeguard	15.62
28350 - Park Attendant (Aide)	19.64
28510 - Recreation Aide/Health Facility Attendant	14.32***
28515 - Recreation Specialist	24.31
28630 - Sports Official	15.62
28690 - Swimming Pool Operator	21.98
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)	44.32
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.56
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.65
30021 - Archeological Technician I	21.99
30022 - Archeological Technician II	24.60
30023 - Archeological Technician III	30.49
30030 - Cartographic Technician	30.49
30040 - Civil Engineering Technician	30.49
30051 - Cryogenic Technician I	24.88
30052 - Cryogenic Technician II	27.48
30061 - Drafter/CAD Operator I	21.99
30062 - Drafter/CAD Operator II	24.60
30063 - Drafter/CAD Operator III	27.43
30064 - Drafter/CAD Operator IV	33.76
30081 - Engineering Technician I	19.60
30082 - Engineering Technician II	21.99
30083 - Engineering Technician III	24.60
30084 - Engineering Technician IV	30.49
30085 - Engineering Technician V	37.29
30086 - Engineering Technician VI	45.11
30090 - Environmental Technician	24.91
30095 - Evidence Control Specialist	22.46
30210 - Laboratory Technician	23.78
30221 - Latent Fingerprint Technician I	24.88
30222 - Latent Fingerprint Technician II	27.48
30240 - Mathematical Technician	30.49
30361 - Paralegal/Legal Assistant I	22.69
30362 - Paralegal/Legal Assistant II	28.12
30363 - Paralegal/Legal Assistant III	34.40

30364 - Paralegal/Legal Assistant IV	41.61
30375 - Petroleum Supply Specialist	27.48
30390 - Photo-Optics Technician	30.49
30395 - Radiation Control Technician	27.48
30461 - Technical Writer I	25.81
30462 - Technical Writer II	31.56
30463 - Technical Writer III	38.18
30491 - Unexploded Ordnance (UXO) Technician I	30.15
30492 - Unexploded Ordnance (UXO) Technician II	36.48
30493 - Unexploded Ordnance (UXO) Technician III	43.72
30494 - Unexploded (UXO) Safety Escort	30.15
30495 - Unexploded (UXO) Sweep Personnel	30.15
30501 - Weather Forecaster I	26.90
30502 - Weather Forecaster II	32.71
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 27.43
30621 - Weather Observer Senior	(see 2) 30.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.48
31020 - Bus Aide	14.75***
31030 - Bus Driver	20.11
31043 - Driver Courier	17.06
31260 - Parking and Lot Attendant	13.98***
31290 - Shuttle Bus Driver	15.91
31310 - Taxi Driver	15.27
31361 - Truckdriver Light	18.33
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	23.28
31364 - Truckdriver Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.79
99030 - Cashier	14.00***
99050 - Desk Clerk	14.89***
99095 - Embalmer	30.15
99130 - Flight Follower	30.15
99251 - Laboratory Animal Caretaker I	20.07
99252 - Laboratory Animal Caretaker II	21.55
99260 - Marketing Analyst	30.86
99310 - Mortician	30.15
99410 - Pest Controller	20.89
99510 - Photofinishing Worker	16.54
99710 - Recycling Laborer	19.84
99711 - Recycling Specialist	24.10
99730 - Refuse Collector	18.98
99810 - Sales Clerk	14.16***
99820 - School Crossing Guard	16.41
99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
99840 - Vending Machine Attendant	20.07
99841 - Vending Machine Repairer	24.78
99842 - Vending Machine Repairer Helper	20.07

***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))."