

2. AMENDMENT/MODIFICATION NO. P00009	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	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 500 12th St SW WASHINGTON DC 20024	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE ATTN [REDACTED] 4955 TECHNOLOGY WAY BOCA RATON FL 334313367	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	10A. MODIFICATION OF CONTRACT/ORDER NO. x 70CDCR20D00000008
	10B. DATED (SEE ITEM 13) 12/19/2019
CODE JMLKZZ1NL2Z6 FACILITY CODE	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

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

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
Contracting Officer Representative (COR): [REDACTED] at (661) 328-[REDACTED] or e-mail at [REDACTED]
Alternative COR: [REDACTED] at (916) 329-[REDACTED] or e-mail at [REDACTED] Contracting Officer: [REDACTED] (949) 943-[REDACTED]

The purpose of this bilateral agreement is to incorporate attached Golden State Staffing Plan, change nursing staff to 12-hour shifts.

This is a no cost modification and there is no requisition associated with this modification.

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] SIGNED [REDACTED]

(Signature of person authorized to sign) 12/17/2022

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR20D00000008/P00009

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>All funding continues to be obligated at the task order level.</p> <p>Invoice Instructions for ICE - ERO Contracts: See Section G of the Contract Clauses for this Contract for specific invoice instructions.</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00 New Total Amount for this Award: \$0.00 Period of Performance: 12/20/2019 to 12/19/2024 All other terms and conditions remains the same.</p>				

2. AMENDMENT/MODIFICATION NO. P00010	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	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 500 12th St SW WASHINGTON DC 20024	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE ATTN [REDACTED] 4955 TECHNOLOGY WAY BOCA RATON FL 334313367	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000008
	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.

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 Modification / FAR 43.103(a) - Types of contract modifications

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
Contracting Officer Representative (COR): [REDACTED] at (661) 328-[REDACTED] or e-mail at [REDACTED]
Alternative COR: [REDACTED] at (916) 329-[REDACTED] or e-mail at [REDACTED] Contracting Officer: [REDACTED] (949) 943-[REDACTED]

Attachment 28 - Kern WD 2015-5603 Revision No. 20 Date of Last Revision: 06/27/2022

The purpose of this modification as follows:
A) Update and replace Department of Labor (DOL) Wage Determination (WD), Attachment 28 -Kern WD 2015-5603 Revision 20, Dated 06/27/2022, effective 12/20/2022, see attached. 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.

(Signature of person authorized to sign) _____ 2

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR20D00000008/P00010

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>B) Incorporate Transgender Care Memo, see attached.</p> <p>This is a no cost modification and there is no requisition associated with this modification.</p> <p>All funding continues to be obligated at the task order level.</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>Invoice Instructions for ICE - ERO Contracts: See Section G of the Contract Clauses for this Contract for specific invoice instructions.</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00</p> <p>Period of Performance: 12/20/2019 to 12/19/2024</p> <p>All other terms and conditions remains the same.</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5603 Revision No.: 20 Date Of Last Revision: 06/27/2022
Daniel W. Simms Director	Division of Wage Determinations

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract is entered into on or after January 30 2022 or the 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: California

Area: California County of Kern

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.39
01012 - Accounting Clerk II		19.51
01013 - Accounting Clerk III		21.83
01020 - Administrative Assistant		30.78
01035 - Court Reporter		36.51
01041 - Customer Service Representative I		16.05
01042 - Customer Service Representative II		17.51
01043 - Customer Service Representative III		19.65
01051 - Data Entry Operator I		15.60
01052 - Data Entry Operator II		17.02
01060 - Dispatcher Motor Vehicle		23.10
01070 - Document Preparation Clerk		18.12
01090 - Duplicating Machine Operator		18.12
01111 - General Clerk I		16.11
01112 - General Clerk II		17.58
01113 - General Clerk III		19.73

01120 - Housing Referral Assistant	23.88
01141 - Messenger Courier	17.61
01191 - Order Clerk I	18.12
01192 - Order Clerk II	19.77
01261 - Personnel Assistant (Employment) I	19.13
01262 - Personnel Assistant (Employment) II	21.40
01263 - Personnel Assistant (Employment) III	23.85
01270 - Production Control Clerk	28.50
01290 - Rental Clerk	16.30
01300 - Scheduler Maintenance	19.15
01311 - Secretary I	19.15
01312 - Secretary II	21.42
01313 - Secretary III	23.87
01320 - Service Order Dispatcher	20.65
01410 - Supply Technician	30.78
01420 - Survey Worker	20.46
01460 - Switchboard Operator/Receptionist	14.85***
01531 - Travel Clerk I	14.23***
01532 - Travel Clerk II	14.95***
01533 - Travel Clerk III	16.15
01611 - Word Processor I	16.92
01612 - Word Processor II	19.00
01613 - Word Processor III	20.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.93
05010 - Automotive Electrician	22.12
05040 - Automotive Glass Installer	20.19
05070 - Automotive Worker	20.19
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	23.49
05160 - Motor Equipment Metal Worker	20.19
05190 - Motor Vehicle Mechanic	23.49
05220 - Motor Vehicle Mechanic Helper	16.47
05250 - Motor Vehicle Upholstery Worker	19.42
05280 - Motor Vehicle Wrecker	20.19
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	20.19
05370 - Tire Repairer	16.91
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.93
07041 - Cook I	16.51
07042 - Cook II	19.11
07070 - Dishwasher	14.00***
07130 - Food Service Worker	14.31***
07210 - Meat Cutter	16.98
07260 - Waiter/Waitress	14.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.01
09040 - Furniture Handler	13.81***
09080 - Furniture Refinisher	20.01
09090 - Furniture Refinisher Helper	15.02
09110 - Furniture Repairer Minor	17.71
09130 - Upholsterer	20.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.06
11060 - Elevator Operator	15.06
11090 - Gardener	22.58
11122 - Housekeeping Aide	15.99
11150 - Janitor	15.99
11210 - Laborer Grounds Maintenance	17.15
11240 - Maid or Houseman	14.25***
11260 - Pruner	16.37
11270 - Tractor Operator	20.70
11330 - Trail Maintenance Worker	17.15

11360 - Window Cleaner	17.39
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	25.71
12012 - Certified Occupational Therapist Assistant	36.88
12015 - Certified Physical Therapist Assistant	36.83
12020 - Dental Assistant	18.03
12025 - Dental Hygienist	46.93
12030 - EKG Technician	37.96
12035 - Electroneurodiagnostic Technologist	37.96
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	22.98
12072 - Licensed Practical Nurse II	25.71
12073 - Licensed Practical Nurse III	28.66
12100 - Medical Assistant	17.62
12130 - Medical Laboratory Technician	25.65
12160 - Medical Record Clerk	20.20
12190 - Medical Record Technician	22.60
12195 - Medical Transcriptionist	21.85
12210 - Nuclear Medicine Technologist	53.23
12221 - Nursing Assistant I	13.83***
12222 - Nursing Assistant II	15.54
12223 - Nursing Assistant III	16.96
12224 - Nursing Assistant IV	19.03
12235 - Optical Dispenser	17.95
12236 - Optical Technician	22.98
12250 - Pharmacy Technician	21.38
12280 - Phlebotomist	20.22
12305 - Radiologic Technologist	37.12
12311 - Registered Nurse I	27.16
12312 - Registered Nurse II	33.22
12313 - Registered Nurse II Specialist	33.22
12314 - Registered Nurse III	40.20
12315 - Registered Nurse III Anesthetist	40.20
12316 - Registered Nurse IV	48.18
12317 - Scheduler (Drug and Alcohol Testing)	31.85
12320 - Substance Abuse Treatment Counselor	24.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.35
13012 - Exhibits Specialist II	30.20
13013 - Exhibits Specialist III	36.93
13041 - Illustrator I	26.63
13042 - Illustrator II	32.98
13043 - Illustrator III	40.34
13047 - Librarian	36.52
13050 - Library Aide/Clerk	17.68
13054 - Library Information Technology Systems Administrator	32.98
13058 - Library Technician	21.25
13061 - Media Specialist I	23.80
13062 - Media Specialist II	26.63
13063 - Media Specialist III	29.68
13071 - Photographer I	19.80
13072 - Photographer II	22.15
13073 - Photographer III	27.45
13074 - Photographer IV	33.57
13075 - Photographer V	40.61
13090 - Technical Order Library Clerk	22.20
13110 - Video Teleconference Technician	22.15
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.64
14042 - Computer Operator II	22.56
14043 - Computer Operator III	25.14
14044 - Computer Operator IV	27.94
14045 - Computer Operator V	30.94

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		19.64
14160 - Personal Computer Support Technician		27.94
14170 - System Support Specialist		30.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.85
15020 - Aircrew Training Devices Instructor (Rated)		38.53
15030 - Air Crew Training Devices Instructor (Pilot)		46.19
15050 - Computer Based Training Specialist / Instructor		31.85
15060 - Educational Technologist		39.14
15070 - Flight Instructor (Pilot)		46.19
15080 - Graphic Artist		25.15
15085 - Maintenance Test Pilot Fixed Jet/Prop		46.19
15086 - Maintenance Test Pilot Rotary Wing		46.19
15088 - Non-Maintenance Test/Co-Pilot		46.19
15090 - Technical Instructor		24.78
15095 - Technical Instructor/Course Developer		30.32
15110 - Test Proctor		20.01
15120 - Tutor		20.01
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)		29.86
19040 - Tool And Die Maker		36.19
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.89
21030 - Material Coordinator		28.50
21040 - Material Expediter		28.50
21050 - Material Handling Laborer		17.93
21071 - Order Filler		14.56***
21080 - Production Line Worker (Food Processing)		17.89
21110 - Shipping Packer		17.48
21130 - Shipping/Receiving Clerk		17.48
21140 - Store Worker I		16.29
21150 - Stock Clerk		19.64
21210 - Tools And Parts Attendant		17.89
21410 - Warehouse Specialist		17.89
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.68
23019 - Aircraft Logs and Records Technician		29.40
23021 - Aircraft Mechanic I		35.57
23022 - Aircraft Mechanic II		37.68
23023 - Aircraft Mechanic III		39.14
23040 - Aircraft Mechanic Helper		24.94
23050 - Aircraft Painter		33.51
23060 - Aircraft Servicer		29.40
23070 - Aircraft Survival Flight Equipment Technician		33.51
23080 - Aircraft Worker		31.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		31.48

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	35.57
II	
23110 - Appliance Mechanic	29.86
23120 - Bicycle Repairer	22.22
23125 - Cable Splicer	44.61
23130 - Carpenter Maintenance	27.53
23140 - Carpet Layer	28.05
23160 - Electrician Maintenance	35.30
23181 - Electronics Technician Maintenance I	30.34
23182 - Electronics Technician Maintenance II	32.30
23183 - Electronics Technician Maintenance III	34.29
23260 - Fabric Worker	26.20
23290 - Fire Alarm System Mechanic	23.03
23310 - Fire Extinguisher Repairer	24.24
23311 - Fuel Distribution System Mechanic	40.26
23312 - Fuel Distribution System Operator	30.78
23370 - General Maintenance Worker	21.92
23380 - Ground Support Equipment Mechanic	35.57
23381 - Ground Support Equipment Servicer	29.40
23382 - Ground Support Equipment Worker	31.48
23391 - Gunsmith I	24.24
23392 - Gunsmith II	28.05
23393 - Gunsmith III	31.69
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.83
23430 - Heavy Equipment Mechanic	28.51
23440 - Heavy Equipment Operator	28.78
23460 - Instrument Mechanic	33.96
23465 - Laboratory/Shelter Mechanic	29.86
23470 - Laborer	17.93
23510 - Locksmith	29.86
23530 - Machinery Maintenance Mechanic	29.63
23550 - Machinist Maintenance	23.12
23580 - Maintenance Trades Helper	16.91
23591 - Metrology Technician I	33.96
23592 - Metrology Technician II	35.96
23593 - Metrology Technician III	37.37
23640 - Millwright	31.69
23710 - Office Appliance Repairer	21.82
23760 - Painter Maintenance	24.42
23790 - Pipefitter Maintenance	31.15
23810 - Plumber Maintenance	29.34
23820 - Pneudraulic Systems Mechanic	31.69
23850 - Rigger	31.69
23870 - Scale Mechanic	28.05
23890 - Sheet-Metal Worker Maintenance	32.24
23910 - Small Engine Mechanic	24.78
23931 - Telecommunications Mechanic I	30.44
23932 - Telecommunications Mechanic II	32.24
23950 - Telephone Lineman	34.11
23960 - Welder Combination Maintenance	25.85
23965 - Well Driller	31.69
23970 - Woodcraft Worker	31.69
23980 - Woodworker	24.24
24000 - Personal Needs Occupations	
24550 - Case Manager	19.09
24570 - Child Care Attendant	14.50***
24580 - Child Care Center Clerk	18.08
24610 - Chore Aide	14.35***
24620 - Family Readiness And Support Services Coordinator	19.09
24630 - Homemaker	19.09

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.46
25040 - Sewage Plant Operator	33.11
25070 - Stationary Engineer	40.46
25190 - Ventilation Equipment Tender	28.37
25210 - Water Treatment Plant Operator	33.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.99
27007 - Baggage Inspector	14.87***
27008 - Corrections Officer	44.89
27010 - Court Security Officer	42.20
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	44.89
27070 - Firefighter	42.20
27101 - Guard I	14.87***
27102 - Guard II	16.64
27131 - Police Officer I	35.19
27132 - Police Officer II	39.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.71
28042 - Carnival Equipment Repairer	19.31
28043 - Carnival Worker	14.00***
28210 - Gate Attendant/Gate Tender	17.57
28310 - Lifeguard	14.47***
28350 - Park Attendant (Aide)	19.64
28510 - Recreation Aide/Health Facility Attendant	14.33***
28515 - Recreation Specialist	24.32
28630 - Sports Official	15.63
28690 - Swimming Pool Operator	22.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.65
29020 - Hatch Tender	28.65
29030 - Line Handler	28.65
29041 - Stevedore I	26.76
29042 - Stevedore II	30.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	47.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.72
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.03
30021 - Archeological Technician I	19.91
30022 - Archeological Technician II	26.44
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.50
30040 - Civil Engineering Technician	30.25
30051 - Cryogenic Technician I	29.05
30052 - Cryogenic Technician II	32.09
30061 - Drafter/CAD Operator I	19.91
30062 - Drafter/CAD Operator II	26.44
30063 - Drafter/CAD Operator III	26.80
30064 - Drafter/CAD Operator IV	32.98
30081 - Engineering Technician I	19.05
30082 - Engineering Technician II	21.38
30083 - Engineering Technician III	23.92
30084 - Engineering Technician IV	29.63
30085 - Engineering Technician V	36.25
30086 - Engineering Technician VI	43.85
30090 - Environmental Technician	26.33
30095 - Evidence Control Specialist	26.23
30210 - Laboratory Technician	24.11
30221 - Latent Fingerprint Technician I	28.41
30222 - Latent Fingerprint Technician II	31.39
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	23.03
30362 - Paralegal/Legal Assistant II	28.53
30363 - Paralegal/Legal Assistant III	34.90

30364 - Paralegal/Legal Assistant IV	42.22
30375 - Petroleum Supply Specialist	32.09
30390 - Photo-Optics Technician	27.58
30395 - Radiation Control Technician	32.09
30461 - Technical Writer I	29.04
30462 - Technical Writer II	35.52
30463 - Technical Writer III	42.97
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	29.05
30502 - Weather Forecaster II	35.34
30620 - Weather Observer Combined Upper Air Or	(see 2) 26.80
Surface Programs	
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.48
31020 - Bus Aide	13.48***
31030 - Bus Driver	19.18
31043 - Driver Courier	16.82
31260 - Parking and Lot Attendant	14.29***
31290 - Shuttle Bus Driver	17.04
31310 - Taxi Driver	17.03
31361 - Truckdriver Light	18.35
31362 - Truckdriver Medium	19.83
31363 - Truckdriver Heavy	22.75
31364 - Truckdriver Tractor-Trailer	22.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.79
99030 - Cashier	14.00***
99050 - Desk Clerk	15.22
99095 - Embalmer	29.24
99130 - Flight Follower	30.15
99251 - Laboratory Animal Caretaker I	17.52
99252 - Laboratory Animal Caretaker II	19.01
99260 - Marketing Analyst	29.95
99310 - Mortician	29.24
99410 - Pest Controller	18.59
99510 - Photofinishing Worker	15.84
99710 - Recycling Laborer	25.46
99711 - Recycling Specialist	30.78
99730 - Refuse Collector	24.30
99810 - Sales Clerk	14.44***
99820 - School Crossing Guard	15.83
99830 - Survey Party Chief	38.09
99831 - Surveying Aide	25.28
99832 - Surveying Technician	34.64
99840 - Vending Machine Attendant	21.63
99841 - Vending Machine Repairer	27.30
99842 - Vending Machine Repairer Helper	21.63

***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.

** 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)).

** 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."