

2. AMENDMENT/MODIFICATION NO. P00005	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. NONE	5. PROJECT NO. (If applicable)
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6. ISSUED BY CODE 70CDLG DETENTION MANAGEMENT - LAGUNA U.S. Immigration and Customs Enforcement Office of Acquisition Management 24000 AVILA ROAD, (b) (6), (b) (7)(C) Laguna Niguel CA 92	7. ADMINISTERED BY (If other than Item 6) CODE ICE/DM/DC-LAGUNA ICE/Detent Mngt/Detent Contract-LAG Immigration and Customs Enforcement Office of Acquisition Management 24000 Avila Road, (b) (6), (b) (7)(C) Attn: <<Enter Contractor Specialist>> Laguna Niguel CA 92677
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE ATTN (b) (6), (b) (7)(C) 4955 TECHNOLOGY WAY BOCA RATON FL 334313367	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000009
	10B. DATED (SEE ITEM 13) 12/19/2019
CODE 6127064650000 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. FA LURE 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)
N/A

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.
X	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)

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
DUNS Number: 612706465
Contracting Officer's Representative (COR): (b) (6), (b) (7)(C), (b) (6), (b) (7)(C),
760-561-(b) (6), (b) (7)(C)
Alternate COR: (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), 213-312-(b) (6), (b) (7)(C)

This modification is to update and replace SCA Wage Determination Attachment 29 Wage Determination 2015-5629 Revision 13 Dated 07-16-2020 for San Bernardino County, see attached.

LIST OF CHANGES:
Reason for Modification: Other Administrative Action
Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) (b) (6), (b) (7)(C)	15B. CONTRACTOR/OFFEROR (b) (6), (b) (7)(C)
	15C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR20D00000009/P00005

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Period of Performance: 12/20/2019 to 12/19/2034 All IDIQ terms and conditions remain the same and flow down to the Task Orders.				

"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.: 2015-5630 Revision No.: 14 Date Of Last Revision: 07/16/2020
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Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 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 calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Riverside San Bernardino

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.14
01012 - Accounting Clerk II		18.13
01013 - Accounting Clerk III		20.28
01020 - Administrative Assistant		28.97
01035 - Court Reporter		32.09
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		16.25
01043 - Customer Service Representative III		17.73
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.91
01060 - Dispatcher Motor Vehicle		22.41
01070 - Document Preparation Clerk		18.83
01090 - Duplicating Machine Operator		18.83
01111 - General Clerk I		14.10
01112 - General Clerk II		15.39
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		22.02
01141 - Messenger Courier		14.23
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01290 - Rental Clerk		16.61
01300 - Scheduler Maintenance		17.66

01311 - Secretary I	17.66
01312 - Secretary II	19.75
01313 - Secretary III	22.02
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	28.97
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.61
01531 - Travel Clerk I	15.96
01532 - Travel Clerk II	16.92
01533 - Travel Clerk III	17.97
01611 - Word Processor I	16.73
01612 - Word Processor II	18.79
01613 - Word Processor III	21.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.65
05010 - Automotive Electrician	24.40
05040 - Automotive Glass Installer	22.92
05070 - Automotive Worker	22.92
05110 - Mobile Equipment Servicer	21.08
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	22.92
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	20.22
05250 - Motor Vehicle Upholstery Worker	22.44
05280 - Motor Vehicle Wrecker	22.92
05310 - Painter Automotive	24.40
05340 - Radiator Repair Specialist	22.92
05370 - Tire Repairer	14.02
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	16.29
07042 - Cook II	19.07
07070 - Dishwasher	12.04
07130 - Food Service Worker	13.25
07210 - Meat Cutter	18.88
07260 - Waiter/Waitress	12.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer Minor	17.40
09130 - Upholsterer	19.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	15.06
11090 - Gardener	19.21
11122 - Housekeeping Aide	15.06
11150 - Janitor	15.06
11210 - Laborer Grounds Maintenance	14.40
11240 - Maid or Houseman	13.12
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.97
12011 - Breath Alcohol Technician	23.76
12012 - Certified Occupational Therapist Assistant	35.16
12015 - Certified Physical Therapist Assistant	35.04
12020 - Dental Assistant	17.45
12025 - Dental Hygienist	45.82
12030 - EKG Technician	30.80
12035 - Electroneurodiagnostic Technologist	30.80

12040 - Emergency Medical Technician	17.97
12071 - Licensed Practical Nurse I	21.68
12072 - Licensed Practical Nurse II	24.26
12073 - Licensed Practical Nurse III	27.04
12100 - Medical Assistant	15.90
12130 - Medical Laboratory Technician	25.51
12160 - Medical Record Clerk	20.04
12190 - Medical Record Technician	22.42
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	49.75
12221 - Nursing Assistant I	13.30
12222 - Nursing Assistant II	14.95
12223 - Nursing Assistant III	16.31
12224 - Nursing Assistant IV	18.32
12235 - Optical Dispenser	17.95
12236 - Optical Technician	19.44
12250 - Pharmacy Technician	18.71
12280 - Phlebotomist	20.97
12305 - Radiologic Technologist	38.14
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	30.05
12320 - Substance Abuse Treatment Counselor	25.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.89
13012 - Exhibits Specialist II	29.60
13013 - Exhibits Specialist III	36.38
13041 - Illustrator I	28.69
13042 - Illustrator II	35.54
13043 - Illustrator III	43.47
13047 - Librarian	36.32
13050 - Library Aide/Clerk	16.59
13054 - Library Information Technology Systems Administrator	32.80
13058 - Library Technician	22.40
13061 - Media Specialist I	23.67
13062 - Media Specialist II	26.48
13063 - Media Specialist III	29.52
13071 - Photographer I	17.10
13072 - Photographer II	19.13
13073 - Photographer III	24.13
13074 - Photographer IV	32.91
13075 - Photographer V	39.80
13090 - Technical Order Library Clerk	20.19
13110 - Video Teleconference Technician	20.19
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.60
14042 - Computer Operator II	21.92
14043 - Computer Operator III	25.04
14044 - Computer Operator IV	27.83
14045 - Computer Operator V	30.82
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	19.60
14160 - Personal Computer Support Technician	27.83
14170 - System Support Specialist	30.46

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.73
15020 - Aircrew Training Devices Instructor (Rated)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	50.37
15050 - Computer Based Training Specialist / Instructor	34.73
15060 - Educational Technologist	53.56
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	22.59
15085 - Maintenance Test Pilot Fixed Jet/Prop	49.35
15086 - Maintenance Test Pilot Rotary Wing	49.35
15088 - Non-Maintenance Test/Co-Pilot	49.35
15090 - Technical Instructor	24.71
15095 - Technical Instructor/Course Developer	30.22
15110 - Test Proctor	19.95
15120 - Tutor	19.95
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.22
16030 - Counter Attendant	14.22
16040 - Dry Cleaner	16.26
16070 - Finisher Flatwork Machine	14.22
16090 - Presser Hand	14.22
16110 - Presser Machine Drycleaning	14.22
16130 - Presser Machine Shirts	14.22
16160 - Presser Machine Wearing Apparel Laundry	14.22
16190 - Sewing Machine Operator	16.94
16220 - Tailor	17.62
16250 - Washer Machine	14.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.24
19040 - Tool And Die Maker	24.16
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.40
21030 - Material Coordinator	22.35
21040 - Material Expediter	22.35
21050 - Material Handling Laborer	16.24
21071 - Order Filler	14.37
21080 - Production Line Worker (Food Processing)	17.40
21110 - Shipping Packer	16.53
21130 - Shipping/Receiving Clerk	16.53
21140 - Store Worker I	14.60
21150 - Stock Clerk	18.20
21210 - Tools And Parts Attendant	17.40
21410 - Warehouse Specialist	17.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.39
23019 - Aircraft Logs and Records Technician	28.45
23021 - Aircraft Mechanic I	34.16
23022 - Aircraft Mechanic II	36.39
23023 - Aircraft Mechanic III	37.79
23040 - Aircraft Mechanic Helper	23.84
23050 - Aircraft Painter	32.31
23060 - Aircraft Servicer	28.45
23070 - Aircraft Survival Flight Equipment Technician	32.31
23080 - Aircraft Worker	30.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.16
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	14.38
23125 - Cable Splicer	41.84
23130 - Carpenter Maintenance	27.67
23140 - Carpet Layer	25.73
23160 - Electrician Maintenance	29.81
23181 - Electronics Technician Maintenance I	28.04

23182 - Electronics Technician Maintenance II	30.18
23183 - Electronics Technician Maintenance III	31.53
23260 - Fabric Worker	23.50
23290 - Fire Alarm System Mechanic	23.19
23310 - Fire Extinguisher Repairer	22.39
23311 - Fuel Distribution System Mechanic	32.91
23312 - Fuel Distribution System Operator	25.39
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	33.87
23381 - Ground Support Equipment Servicer	28.45
23382 - Ground Support Equipment Worker	30.21
23391 - Gunsmith I	22.39
23392 - Gunsmith II	26.33
23393 - Gunsmith III	28.62
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.42
23430 - Heavy Equipment Mechanic	30.73
23440 - Heavy Equipment Operator	39.51
23460 - Instrument Mechanic	33.44
23465 - Laboratory/Shelter Mechanic	28.19
23470 - Laborer	14.80
23510 - Locksmith	27.03
23530 - Machinery Maintenance Mechanic	30.12
23550 - Machinist Maintenance	24.78
23580 - Maintenance Trades Helper	14.63
23591 - Metrology Technician I	33.44
23592 - Metrology Technician II	35.10
23593 - Metrology Technician III	36.44
23640 - Millwright	29.96
23710 - Office Appliance Repairer	20.06
23760 - Painter Maintenance	21.07
23790 - Pipefitter Maintenance	28.03
23810 - Plumber Maintenance	26.51
23820 - Pneudraulic Systems Mechanic	28.63
23850 - Rigger	28.63
23870 - Scale Mechanic	26.33
23890 - Sheet-Metal Worker Maintenance	28.42
23910 - Small Engine Mechanic	18.75
23931 - Telecommunications Mechanic I	26.92
23932 - Telecommunications Mechanic II	31.30
23950 - Telephone Lineman	25.88
23960 - Welder Combination Maintenance	19.51
23965 - Well Driller	37.50
23970 - Woodcraft Worker	28.63
23980 - Woodworker	21.59
24000 - Personal Needs Occupations	
24550 - Case Manager	18.65
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	12.10
24620 - Family Readiness And Support Services Coordinator	18.65
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.29
25040 - Sewage Plant Operator	33.56
25070 - Stationary Engineer	36.29
25190 - Ventilation Equipment Tender	24.96
25210 - Water Treatment Plant Operator	33.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.09
27007 - Baggage Inspector	13.83
27008 - Corrections Officer	39.36

27010 - Court Security Officer	35.21
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	39.36
27070 - Firefighter	31.06
27101 - Guard I	13.83
27102 - Guard II	15.95
27131 - Police Officer I	43.99
27132 - Police Officer II	48.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.23
28042 - Carnival Equipment Repairer	17.80
28043 - Carnival Worker	12.19
28210 - Gate Attendant/Gate Tender	15.82
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	17.70
28510 - Recreation Aide/Health Facility Attendant	12.91
28515 - Recreation Specialist	21.92
28630 - Sports Official	14.09
28690 - Swimming Pool Operator	20.84
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.51
29020 - Hatch Tender	25.51
29030 - Line Handler	25.51
29041 - Stevedore I	23.70
29042 - Stevedore II	27.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.59
30021 - Archeological Technician I	24.64
30022 - Archeological Technician II	27.72
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	30.51
30051 - Cryogenic Technician I	29.49
30052 - Cryogenic Technician II	31.97
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	26.14
30210 - Laboratory Technician	23.44
30221 - Latent Fingerprint Technician I	32.79
30222 - Latent Fingerprint Technician II	36.22
30240 - Mathematical Technician	37.31
30361 - Paralegal/Legal Assistant I	22.32
30362 - Paralegal/Legal Assistant II	27.64
30363 - Paralegal/Legal Assistant III	33.81
30364 - Paralegal/Legal Assistant IV	40.90
30375 - Petroleum Supply Specialist	31.97
30390 - Photo-Optics Technician	33.63
30395 - Radiation Control Technician	31.97
30461 - Technical Writer I	26.69
30462 - Technical Writer II	32.64
30463 - Technical Writer III	39.50
30491 - Unexploded Ordnance (UXO) Technician I	28.95
30492 - Unexploded Ordnance (UXO) Technician II	35.02
30493 - Unexploded Ordnance (UXO) Technician III	41.98

30494 - Unexploded (UX0) Safety Escort	28.95
30495 - Unexploded (UX0) Sweep Personnel	28.95
30501 - Weather Forecaster I	29.49
30502 - Weather Forecaster II	35.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 30.79
30621 - Weather Observer Senior	(see 2) 32.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.02
31020 - Bus Aide	13.88
31030 - Bus Driver	20.58
31043 - Driver Courier	17.07
31260 - Parking and Lot Attendant	12.66
31290 - Shuttle Bus Driver	18.74
31310 - Taxi Driver	13.57
31361 - Truckdriver Light	18.74
31362 - Truckdriver Medium	21.82
31363 - Truckdriver Heavy	22.94
31364 - Truckdriver Tractor-Trailer	22.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.27
99050 - Desk Clerk	13.28
99095 - Embalmer	33.96
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	15.53
99252 - Laboratory Animal Caretaker II	17.05
99260 - Marketing Analyst	26.90
99310 - Mortician	33.96
99410 - Pest Controller	20.06
99510 - Photofinishing Worker	16.71
99710 - Recycling Laborer	29.73
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	26.30
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	14.92
99830 - Survey Party Chief	42.35
99831 - Surveying Aide	22.38
99832 - Surveying Technician	30.61
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	18.52
99842 - Vending Machine Repairer Helper	14.42

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

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

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

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

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

classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER 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.: 2015-5629 Revision No.: 13 Date Of Last Revision: 07/16/2020
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Daniel W. Simms
Director

Division of
Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 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 calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Riverside San Bernardino

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.14
01012 - Accounting Clerk II		18.13
01013 - Accounting Clerk III		20.28
01020 - Administrative Assistant		28.97
01035 - Court Reporter		32.09
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		16.25
01043 - Customer Service Representative III		17.73
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.91
01060 - Dispatcher Motor Vehicle		22.41
01070 - Document Preparation Clerk		18.83
01090 - Duplicating Machine Operator		18.83
01111 - General Clerk I		14.10
01112 - General Clerk II		15.39
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		22.02
01141 - Messenger Courier		14.23
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01290 - Rental Clerk		16.61
01300 - Scheduler Maintenance		17.66

01311 - Secretary I	17.66
01312 - Secretary II	19.75
01313 - Secretary III	22.02
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	28.97
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.61
01531 - Travel Clerk I	15.96
01532 - Travel Clerk II	16.92
01533 - Travel Clerk III	17.97
01611 - Word Processor I	16.73
01612 - Word Processor II	18.79
01613 - Word Processor III	21.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.65
05010 - Automotive Electrician	24.40
05040 - Automotive Glass Installer	22.92
05070 - Automotive Worker	22.92
05110 - Mobile Equipment Servicer	21.08
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	22.92
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	20.22
05250 - Motor Vehicle Upholstery Worker	22.44
05280 - Motor Vehicle Wrecker	22.92
05310 - Painter Automotive	24.40
05340 - Radiator Repair Specialist	22.92
05370 - Tire Repairer	14.02
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	16.29
07042 - Cook II	19.07
07070 - Dishwasher	12.04
07130 - Food Service Worker	13.25
07210 - Meat Cutter	18.88
07260 - Waiter/Waitress	12.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer Minor	17.40
09130 - Upholsterer	19.98
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	15.06
11090 - Gardener	19.21
11122 - Housekeeping Aide	15.06
11150 - Janitor	15.06
11210 - Laborer Grounds Maintenance	14.40
11240 - Maid or Houseman	13.12
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.97
12011 - Breath Alcohol Technician	23.76
12012 - Certified Occupational Therapist Assistant	35.16
12015 - Certified Physical Therapist Assistant	35.04
12020 - Dental Assistant	17.45
12025 - Dental Hygienist	45.82
12030 - EKG Technician	30.80
12035 - Electroneurodiagnostic Technologist	30.80

12040 - Emergency Medical Technician	17.97
12071 - Licensed Practical Nurse I	21.68
12072 - Licensed Practical Nurse II	24.26
12073 - Licensed Practical Nurse III	27.04
12100 - Medical Assistant	15.90
12130 - Medical Laboratory Technician	25.51
12160 - Medical Record Clerk	20.04
12190 - Medical Record Technician	22.42
12195 - Medical Transcriptionist	22.00
12210 - Nuclear Medicine Technologist	49.75
12221 - Nursing Assistant I	13.30
12222 - Nursing Assistant II	14.95
12223 - Nursing Assistant III	16.31
12224 - Nursing Assistant IV	18.32
12235 - Optical Dispenser	17.95
12236 - Optical Technician	19.44
12250 - Pharmacy Technician	18.71
12280 - Phlebotomist	20.97
12305 - Radiologic Technologist	38.14
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	30.05
12320 - Substance Abuse Treatment Counselor	25.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.89
13012 - Exhibits Specialist II	29.60
13013 - Exhibits Specialist III	36.38
13041 - Illustrator I	28.69
13042 - Illustrator II	35.54
13043 - Illustrator III	43.47
13047 - Librarian	36.32
13050 - Library Aide/Clerk	16.59
13054 - Library Information Technology Systems Administrator	32.80
13058 - Library Technician	22.40
13061 - Media Specialist I	23.67
13062 - Media Specialist II	26.48
13063 - Media Specialist III	29.52
13071 - Photographer I	17.10
13072 - Photographer II	19.13
13073 - Photographer III	24.13
13074 - Photographer IV	32.91
13075 - Photographer V	39.80
13090 - Technical Order Library Clerk	20.19
13110 - Video Teleconference Technician	20.19
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.60
14042 - Computer Operator II	21.92
14043 - Computer Operator III	25.04
14044 - Computer Operator IV	27.83
14045 - Computer Operator V	30.82
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	19.60
14160 - Personal Computer Support Technician	27.83
14170 - System Support Specialist	30.46

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.73
15020 - Aircrew Training Devices Instructor (Rated)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	50.37
15050 - Computer Based Training Specialist / Instructor	34.73
15060 - Educational Technologist	53.56
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	22.59
15085 - Maintenance Test Pilot Fixed Jet/Prop	49.35
15086 - Maintenance Test Pilot Rotary Wing	49.35
15088 - Non-Maintenance Test/Co-Pilot	49.35
15090 - Technical Instructor	24.71
15095 - Technical Instructor/Course Developer	30.22
15110 - Test Proctor	19.95
15120 - Tutor	19.95
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.22
16030 - Counter Attendant	14.22
16040 - Dry Cleaner	16.26
16070 - Finisher Flatwork Machine	14.22
16090 - Presser Hand	14.22
16110 - Presser Machine Drycleaning	14.22
16130 - Presser Machine Shirts	14.22
16160 - Presser Machine Wearing Apparel Laundry	14.22
16190 - Sewing Machine Operator	16.94
16220 - Tailor	17.62
16250 - Washer Machine	14.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.24
19040 - Tool And Die Maker	24.16
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.40
21030 - Material Coordinator	22.35
21040 - Material Expediter	22.35
21050 - Material Handling Laborer	16.24
21071 - Order Filler	14.37
21080 - Production Line Worker (Food Processing)	17.40
21110 - Shipping Packer	16.53
21130 - Shipping/Receiving Clerk	16.53
21140 - Store Worker I	14.60
21150 - Stock Clerk	18.20
21210 - Tools And Parts Attendant	17.40
21410 - Warehouse Specialist	17.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.39
23019 - Aircraft Logs and Records Technician	28.45
23021 - Aircraft Mechanic I	34.16
23022 - Aircraft Mechanic II	36.39
23023 - Aircraft Mechanic III	37.79
23040 - Aircraft Mechanic Helper	23.84
23050 - Aircraft Painter	32.31
23060 - Aircraft Servicer	28.45
23070 - Aircraft Survival Flight Equipment Technician	32.31
23080 - Aircraft Worker	30.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.21
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.16
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	14.38
23125 - Cable Splicer	41.84
23130 - Carpenter Maintenance	27.67
23140 - Carpet Layer	25.73
23160 - Electrician Maintenance	29.81
23181 - Electronics Technician Maintenance I	28.04

23182 - Electronics Technician Maintenance II	30.18
23183 - Electronics Technician Maintenance III	31.53
23260 - Fabric Worker	23.50
23290 - Fire Alarm System Mechanic	23.19
23310 - Fire Extinguisher Repairer	22.39
23311 - Fuel Distribution System Mechanic	32.91
23312 - Fuel Distribution System Operator	25.39
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	33.87
23381 - Ground Support Equipment Servicer	28.45
23382 - Ground Support Equipment Worker	30.21
23391 - Gunsmith I	22.39
23392 - Gunsmith II	26.33
23393 - Gunsmith III	28.62
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.42
23430 - Heavy Equipment Mechanic	30.73
23440 - Heavy Equipment Operator	39.51
23460 - Instrument Mechanic	33.44
23465 - Laboratory/Shelter Mechanic	28.19
23470 - Laborer	14.80
23510 - Locksmith	27.03
23530 - Machinery Maintenance Mechanic	30.12
23550 - Machinist Maintenance	24.78
23580 - Maintenance Trades Helper	14.63
23591 - Metrology Technician I	33.44
23592 - Metrology Technician II	35.10
23593 - Metrology Technician III	36.44
23640 - Millwright	29.96
23710 - Office Appliance Repairer	20.06
23760 - Painter Maintenance	21.07
23790 - Pipefitter Maintenance	28.03
23810 - Plumber Maintenance	26.51
23820 - Pneudraulic Systems Mechanic	28.63
23850 - Rigger	28.63
23870 - Scale Mechanic	26.33
23890 - Sheet-Metal Worker Maintenance	28.42
23910 - Small Engine Mechanic	18.75
23931 - Telecommunications Mechanic I	26.92
23932 - Telecommunications Mechanic II	31.30
23950 - Telephone Lineman	25.88
23960 - Welder Combination Maintenance	19.51
23965 - Well Driller	37.50
23970 - Woodcraft Worker	28.63
23980 - Woodworker	21.59
24000 - Personal Needs Occupations	
24550 - Case Manager	18.65
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	12.10
24620 - Family Readiness And Support Services Coordinator	18.65
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.29
25040 - Sewage Plant Operator	33.56
25070 - Stationary Engineer	36.29
25190 - Ventilation Equipment Tender	24.96
25210 - Water Treatment Plant Operator	33.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.09
27007 - Baggage Inspector	13.83
27008 - Corrections Officer	39.36

27010 - Court Security Officer	35.21
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	39.36
27070 - Firefighter	31.06
27101 - Guard I	13.83
27102 - Guard II	15.95
27131 - Police Officer I	43.99
27132 - Police Officer II	48.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.23
28042 - Carnival Equipment Repairer	17.80
28043 - Carnival Worker	12.19
28210 - Gate Attendant/Gate Tender	15.82
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	17.70
28510 - Recreation Aide/Health Facility Attendant	12.91
28515 - Recreation Specialist	21.92
28630 - Sports Official	14.09
28690 - Swimming Pool Operator	20.84
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.51
29020 - Hatch Tender	25.51
29030 - Line Handler	25.51
29041 - Stevedore I	23.70
29042 - Stevedore II	27.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.41
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.59
30021 - Archeological Technician I	24.64
30022 - Archeological Technician II	27.72
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	30.51
30051 - Cryogenic Technician I	29.49
30052 - Cryogenic Technician II	31.97
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	26.14
30210 - Laboratory Technician	23.44
30221 - Latent Fingerprint Technician I	32.79
30222 - Latent Fingerprint Technician II	36.22
30240 - Mathematical Technician	37.31
30361 - Paralegal/Legal Assistant I	22.32
30362 - Paralegal/Legal Assistant II	27.64
30363 - Paralegal/Legal Assistant III	33.81
30364 - Paralegal/Legal Assistant IV	40.90
30375 - Petroleum Supply Specialist	31.97
30390 - Photo-Optics Technician	33.63
30395 - Radiation Control Technician	31.97
30461 - Technical Writer I	26.69
30462 - Technical Writer II	32.64
30463 - Technical Writer III	39.50
30491 - Unexploded Ordnance (UXO) Technician I	28.95
30492 - Unexploded Ordnance (UXO) Technician II	35.02
30493 - Unexploded Ordnance (UXO) Technician III	41.98

30494 - Unexploded (UX0) Safety Escort	28.95
30495 - Unexploded (UX0) Sweep Personnel	28.95
30501 - Weather Forecaster I	29.49
30502 - Weather Forecaster II	35.20
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 30.79
30621 - Weather Observer Senior	(see 2) 32.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.02
31020 - Bus Aide	13.88
31030 - Bus Driver	20.58
31043 - Driver Courier	17.07
31260 - Parking and Lot Attendant	12.66
31290 - Shuttle Bus Driver	18.74
31310 - Taxi Driver	13.57
31361 - Truckdriver Light	18.74
31362 - Truckdriver Medium	21.82
31363 - Truckdriver Heavy	22.94
31364 - Truckdriver Tractor-Trailer	22.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	12.27
99050 - Desk Clerk	13.28
99095 - Embalmer	33.96
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	15.53
99252 - Laboratory Animal Caretaker II	17.05
99260 - Marketing Analyst	26.90
99310 - Mortician	33.96
99410 - Pest Controller	20.06
99510 - Photofinishing Worker	16.71
99710 - Recycling Laborer	29.73
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	26.30
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	14.92
99830 - Survey Party Chief	42.35
99831 - Surveying Aide	22.38
99832 - Surveying Technician	30.61
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	18.52
99842 - Vending Machine Repairer Helper	14.42

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

