

2. AMENDMENT/MODIFICATION NO. P00013	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205
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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. 70CDCR20D00000012
	10B. DATED (SEE ITEM 13) 07/30/2020

**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 electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNT NG 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 MODIF ED TO REFLECT THE ADM NISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH N 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) FAR 52.217-9, "Option to Extend the Term of the Contract"

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.)

UEI: JMLKZZ1NL2Z6  
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COR 1: [REDACTED], Phone: (830) 326-[REDACTED]

COR 2: [REDACTED], Phone: (210) 231-[REDACTED]

ACOR: [REDACTED], Phone: (210) 283-[REDACTED]

Contracting Officer: [REDACTED] Phone: (202) 281-[REDACTED], Email: [REDACTED]

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]
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR20D00000012/P00013

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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)
3001	<p>Contract Specialist: [REDACTED], Phone: (202) 494-[REDACTED]</p> <p>Vendor POC 1: [REDACTED], Phone: (561) 221-[REDACTED]</p> <p>Vendor POC 2: [REDACTED], Phone: 561 999 [REDACTED]</p> <p>The purpose of this administrative modification is to:</p> <ol style="list-style-type: none"> <li>1. Exercise Option Period 3 for CLINs 3001, 3002, 3003a, 3003b, and 3004 for the period of performance of 8/6/2023 through 8/5/2024. This option period will be funded through a task order.</li> <li>2. Incorporate Wage Determination 2015-5291, Revision 24. This wage determination is effective 8/6/2023.</li> <li>3. Incorporate the attached collective bargaining agreement extension.</li> </ol> <p>---</p> <p>Period of Performance: 08/06/2023 to 08/05/2024</p> <p>Change Item 3001 to read as follows (amount shown is the obligated amount):</p> <p>OP 3: Detention Services PoP: 08/06/2023 - 08/05/2024</p> <p>Tier 1 [REDACTED] Tier 2 [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 3002 to read as follows (amount shown is the obligated amount):</p> <p>OP 3: On-Call Stationary Guard Services PoP: 08/06/2023 - 08/05/2024</p> <p>Regular Rate: [REDACTED] Overtime Rate: [REDACTED]</p> <p>NTE: [REDACTED] hours</p> <p>Continued ...</p>				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
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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)
3003a	<p>NTE: [REDACTED] hours Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 3003a to read as follows (amount shown is the obligated amount):</p> <p>OP 3: Transportation Services - Labor PoP: 08/06/2023 - 08/05/2024</p> <p>Fixed Price: [REDACTED] 4/month</p> <p>NTE: [REDACTED] miles/year</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 3003b to read as follows (amount shown is the obligated amount):</p>				
3003b	<p>OP 3: Transportation Services - Mileage Rate PoP: 08/06/2023 - 08/05/2024</p> <p>Mileage Rate: [REDACTED]</p> <p>NTE: [REDACTED] miles/year Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 3004 to read as follows (amount shown is the obligated amount):</p>		IH	[REDACTED]	
3004	<p>OP 3: Detainee Work Program PoP: 08/06/2023 - 08/05/2024</p> <p>[REDACTED] /Day</p> <p>NTE: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>---</p> <p>Continued ...</p>		EA	[REDACTED]	

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
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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)
	All other terms and conditions remain the same.				

2. AMENDMENT/MODIFICATION NO. P00014	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205
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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. 70CDCR20D00000012
	10B. DATED (SEE ITEM 13) 07/30/2020

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

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12. ACCOUNT NG 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.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIF ED TO REFLECT THE ADM NISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH N 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.)

UEI: JMLKZZ1NL2Z6  
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COR 1: [REDACTED] Phone: (830) 326-[REDACTED]

COR 2: [REDACTED], Phone: (210) 231-[REDACTED]

ACOR: [REDACTED], Phone: (210) 283-[REDACTED]

Contracting Officer: [REDACTED], Phone: (202) 281-[REDACTED] Email: [REDACTED]

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	[REDACTED]
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED  SIGNED

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR20D00000012/P00014

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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)
3001	<p>Contract Specialist: [REDACTED], Phone: (202) 494-[REDACTED]</p> <p>Vendor POC 1: [REDACTED], Phone: (561) 221-[REDACTED]</p> <p>Vendor POC 2: [REDACTED], Phone: 561 999 [REDACTED]</p> <p>The purpose of this unilateral modification is to increase the Bed Day Rate (BDR) of CLIN 3001 effective, 10/11/2023; the day full installation and operations was confirmed.</p> <p>The increase is in accordance with Mod P00011 which require BDR update after the VAV booth installation is complete and operational.</p> <p>As a result, the bed day rate for tier 1 is hereby increased from \$ [REDACTED] .</p> <p>Period of Performance: 08/06/2023 to 08/05/2024</p> <p>Change Item 3001 to read as follows (amount shown is the obligated amount):</p> <p>OP 3: Detention Services PoP: 08/06/2023 - 08/05/2024</p> <p>The full installation and operations of the VAV booths is hereby confirmed, effective 10/11/2023 and as per Mod P00011, the Bed Day Rate (BDR) of CLIN 3001 is hereby increased from [REDACTED] to [REDACTED]</p> <p>Tier 1 [REDACTED] Tier 2 [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>All other terms and conditions remain 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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5291  
Revision No.: 24  
Date Of Last Revision: 07/18/2023

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.

<p>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:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</p>
<p>If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.</p>

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

State: Texas

Area: Texas County of Frio

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.01
01012 - Accounting Clerk II		20.23
01013 - Accounting Clerk III		22.62
01020 - Administrative Assistant		23.03
01035 - Court Reporter		19.72
01041 - Customer Service Representative I		15.88***
01042 - Customer Service Representative II		17.33
01043 - Customer Service Representative III		19.46
01051 - Data Entry Operator I		15.78***
01052 - Data Entry Operator II		17.22
01060 - Dispatcher, Motor Vehicle		18.90
01070 - Document Preparation Clerk		14.68***
01090 - Duplicating Machine Operator		14.68***
01111 - General Clerk I		14.90***
01112 - General Clerk II		16.26
01113 - General Clerk III		18.26

01120 - Housing Referral Assistant	20.56
01141 - Messenger Courier	13.82***
01191 - Order Clerk I	15.33***
01192 - Order Clerk II	16.73
01261 - Personnel Assistant (Employment) I	17.20
01262 - Personnel Assistant (Employment) II	19.24
01263 - Personnel Assistant (Employment) III	21.45
01270 - Production Control Clerk	23.48
01290 - Rental Clerk	14.99***
01300 - Scheduler, Maintenance	16.49
01311 - Secretary I	16.49
01312 - Secretary II	18.44
01313 - Secretary III	20.56
01320 - Service Order Dispatcher	16.90
01410 - Supply Technician	23.03
01420 - Survey Worker	16.73
01460 - Switchboard Operator/Receptionist	13.99***
01531 - Travel Clerk I	15.08***
01532 - Travel Clerk II	16.29
01533 - Travel Clerk III	17.41
01611 - Word Processor I	14.68***
01612 - Word Processor II	16.49
01613 - Word Processor III	18.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.05
05010 - Automotive Electrician	21.17
05040 - Automotive Glass Installer	19.79
05070 - Automotive Worker	19.79
05110 - Mobile Equipment Servicer	17.07
05130 - Motor Equipment Metal Mechanic	22.45
05160 - Motor Equipment Metal Worker	19.79
05190 - Motor Vehicle Mechanic	22.45
05220 - Motor Vehicle Mechanic Helper	15.71***
05250 - Motor Vehicle Upholstery Worker	18.41
05280 - Motor Vehicle Wrecker	19.79
05310 - Painter, Automotive	21.17
05340 - Radiator Repair Specialist	19.79
05370 - Tire Repairer	14.06***
05400 - Transmission Repair Specialist	22.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.76***
07041 - Cook I	13.09***
07042 - Cook II	15.18***
07070 - Dishwasher	10.46***
07130 - Food Service Worker	11.35***
07210 - Meat Cutter	15.18***
07260 - Waiter/Waitress	9.96***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.70
09040 - Furniture Handler	12.11***
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67***
09110 - Furniture Repairer, Minor	17.19
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.22***
11060 - Elevator Operator	12.75***
11090 - Gardener	18.88
11122 - Housekeeping Aide	12.75***
11150 - Janitor	12.75***
11210 - Laborer, Grounds Maintenance	14.35***
11240 - Maid or Houseman	11.21***
11260 - Pruner	12.83***
11270 - Tractor Operator	17.37
11330 - Trail Maintenance Worker	14.35***



11360 - Window Cleaner	14.23***
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	21.39
12012 - Certified Occupational Therapist Assistant	36.84
12015 - Certified Physical Therapist Assistant	33.66
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	40.65
12030 - EKG Technician	32.28
12035 - Electroneurodiagnostic Technologist	32.28
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	19.13
12072 - Licensed Practical Nurse II	21.39
12073 - Licensed Practical Nurse III	23.85
12100 - Medical Assistant	15.92***
12130 - Medical Laboratory Technician	23.60
12160 - Medical Record Clerk	15.48***
12190 - Medical Record Technician	17.32
12195 - Medical Transcriptionist	17.35
12210 - Nuclear Medicine Technologist	47.02
12221 - Nursing Assistant I	13.77***
12222 - Nursing Assistant II	15.48***
12223 - Nursing Assistant III	16.89
12224 - Nursing Assistant IV	18.97
12235 - Optical Dispenser	16.71
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	18.15
12280 - Phlebotomist	17.27
12305 - Radiologic Technologist	30.34
12311 - Registered Nurse I	30.00
12312 - Registered Nurse II	36.69
12313 - Registered Nurse II, Specialist	36.69
12314 - Registered Nurse III	44.39
12315 - Registered Nurse III, Anesthetist	44.39
12316 - Registered Nurse IV	53.22
12317 - Scheduler (Drug and Alcohol Testing)	26.51
12320 - Substance Abuse Treatment Counselor	21.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.38
13012 - Exhibits Specialist II	21.54
13013 - Exhibits Specialist III	26.37
13041 - Illustrator I	17.87
13042 - Illustrator II	22.15
13043 - Illustrator III	27.08
13047 - Librarian	23.88
13050 - Library Aide/Clerk	18.30
13054 - Library Information Technology Systems Administrator	21.54
13058 - Library Technician	14.17***
13061 - Media Specialist I	15.55***
13062 - Media Specialist II	17.38
13063 - Media Specialist III	19.39
13071 - Photographer I	15.55***
13072 - Photographer II	17.38
13073 - Photographer III	21.54
13074 - Photographer IV	26.34
13075 - Photographer V	31.88
13090 - Technical Order Library Clerk	16.82
13110 - Video Teleconference Technician	15.65***
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.91***
14042 - Computer Operator II	17.80
14043 - Computer Operator III	19.84
14044 - Computer Operator IV	22.05
14045 - Computer Operator V	24.42

14071 - Computer Programmer I	(see 1)	22.85
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		15.91***
14160 - Personal Computer Support Technician		22.05
14170 - System Support Specialist		24.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.36
15020 - Aircrew Training Devices Instructor (Rated)		37.96
15030 - Air Crew Training Devices Instructor (Pilot)		45.50
15050 - Computer Based Training Specialist / Instructor		31.36
15060 - Educational Technologist		31.90
15070 - Flight Instructor (Pilot)		45.50
15080 - Graphic Artist		19.83
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.50
15086 - Maintenance Test Pilot, Rotary Wing		45.50
15088 - Non-Maintenance Test/Co-Pilot		45.50
15090 - Technical Instructor		19.50
15095 - Technical Instructor/Course Developer		23.62
15110 - Test Proctor		15.52***
15120 - Tutor		15.52***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.14***
16030 - Counter Attendant		10.14***
16040 - Dry Cleaner		12.30***
16070 - Finisher, Flatwork, Machine		10.14***
16090 - Presser, Hand		10.14***
16110 - Presser, Machine, Drycleaning		10.14***
16130 - Presser, Machine, Shirts		10.14***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.14***
16190 - Sewing Machine Operator		12.99***
16220 - Tailor		13.62***
16250 - Washer, Machine		10.97***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.43
19040 - Tool And Die Maker		27.67
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.39
21030 - Material Coordinator		23.48
21040 - Material Expediter		23.48
21050 - Material Handling Laborer		14.40***
21071 - Order Filler		15.12***
21080 - Production Line Worker (Food Processing)		17.39
21110 - Shipping Packer		17.00
21130 - Shipping/Receiving Clerk		17.00
21140 - Store Worker I		12.73***
21150 - Stock Clerk		17.53
21210 - Tools And Parts Attendant		17.39
21410 - Warehouse Specialist		17.39
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.88
23019 - Aircraft Logs and Records Technician		20.93
23021 - Aircraft Mechanic I		25.52
23022 - Aircraft Mechanic II		26.88
23023 - Aircraft Mechanic III		28.28
23040 - Aircraft Mechanic Helper		17.85
23050 - Aircraft, Painter		24.07
23060 - Aircraft Servicer		20.93
23070 - Aircraft Survival Flight Equipment Technician		24.07
23080 - Aircraft Worker		22.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		22.50

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.52
II		
23110	- Appliance Mechanic	22.43
23120	- Bicycle Repairer	18.08
23125	- Cable Splicer	31.39
23130	- Carpenter, Maintenance	18.59
23140	- Carpet Layer	20.97
23160	- Electrician, Maintenance	24.31
23181	- Electronics Technician Maintenance I	27.12
23182	- Electronics Technician Maintenance II	29.49
23183	- Electronics Technician Maintenance III	31.27
23260	- Fabric Worker	19.51
23290	- Fire Alarm System Mechanic	21.94
23310	- Fire Extinguisher Repairer	18.08
23311	- Fuel Distribution System Mechanic	22.03
23312	- Fuel Distribution System Operator	16.76
23370	- General Maintenance Worker	17.21
23380	- Ground Support Equipment Mechanic	25.52
23381	- Ground Support Equipment Servicer	20.93
23382	- Ground Support Equipment Worker	22.50
23391	- Gunsmith I	18.08
23392	- Gunsmith II	20.97
23393	- Gunsmith III	23.78
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.85
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.97
23430	- Heavy Equipment Mechanic	24.15
23440	- Heavy Equipment Operator	20.77
23460	- Instrument Mechanic	23.78
23465	- Laboratory/Shelter Mechanic	22.43
23470	- Laborer	14.40***
23510	- Locksmith	22.43
23530	- Machinery Maintenance Mechanic	25.89
23550	- Machinist, Maintenance	22.34
23580	- Maintenance Trades Helper	14.13***
23591	- Metrology Technician I	23.78
23592	- Metrology Technician II	25.05
23593	- Metrology Technician III	26.35
23640	- Millwright	23.78
23710	- Office Appliance Repairer	22.43
23760	- Painter, Maintenance	18.16
23790	- Pipefitter, Maintenance	23.44
23810	- Plumber, Maintenance	22.81
23820	- Pneudraulic Systems Mechanic	23.78
23850	- Rigger	23.78
23870	- Scale Mechanic	20.97
23890	- Sheet-Metal Worker, Maintenance	22.42
23910	- Small Engine Mechanic	19.64
23931	- Telecommunications Mechanic I	28.92
23932	- Telecommunications Mechanic II	30.48
23950	- Telephone Lineman	27.59
23960	- Welder, Combination, Maintenance	22.03
23965	- Well Driller	23.37
23970	- Woodcraft Worker	23.78
23980	- Woodworker	18.08
24000	- Personal Needs Occupations	
24550	- Case Manager	16.77
24570	- Child Care Attendant	10.70***
24580	- Child Care Center Clerk	13.34***
24610	- Chore Aide	11.02***
24620	- Family Readiness And Support Services Coordinator	16.77
24630	- Homemaker	16.77

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	19.11
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	17.26
25210 - Water Treatment Plant Operator	19.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.67
27007 - Baggage Inspector	14.54***
27008 - Corrections Officer	20.46
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.26
27040 - Detention Officer	20.46
27070 - Firefighter	19.02
27101 - Guard I	14.54***
27102 - Guard II	16.26
27131 - Police Officer I	23.59
27132 - Police Officer II	26.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.38***
28042 - Carnival Equipment Repairer	15.63***
28043 - Carnival Worker	10.64***
28210 - Gate Attendant/Gate Tender	15.52***
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	17.37
28510 - Recreation Aide/Health Facility Attendant	12.67***
28515 - Recreation Specialist	21.18
28630 - Sports Official	13.83***
28690 - Swimming Pool Operator	18.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.13
29020 - Hatch Tender	23.13
29030 - Line Handler	23.13
29041 - Stevedore I	21.61
29042 - Stevedore II	24.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	49.71
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.27
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.75
30021 - Archeological Technician I	20.76
30022 - Archeological Technician II	23.22
30023 - Archeological Technician III	28.76
30030 - Cartographic Technician	28.76
30040 - Civil Engineering Technician	20.49
30051 - Cryogenic Technician I	31.86
30052 - Cryogenic Technician II	35.19
30061 - Drafter/CAD Operator I	20.76
30062 - Drafter/CAD Operator II	23.22
30063 - Drafter/CAD Operator III	25.88
30064 - Drafter/CAD Operator IV	31.86
30081 - Engineering Technician I	18.43
30082 - Engineering Technician II	20.70
30083 - Engineering Technician III	23.15
30084 - Engineering Technician IV	28.69
30085 - Engineering Technician V	35.08
30086 - Engineering Technician VI	42.44
30090 - Environmental Technician	28.74
30095 - Evidence Control Specialist	28.76
30210 - Laboratory Technician	23.71
30221 - Latent Fingerprint Technician I	31.86
30222 - Latent Fingerprint Technician II	35.19
30240 - Mathematical Technician	28.76
30361 - Paralegal/Legal Assistant I	19.81
30362 - Paralegal/Legal Assistant II	24.55
30363 - Paralegal/Legal Assistant III	30.03

30364 - Paralegal/Legal Assistant IV	36.32
30375 - Petroleum Supply Specialist	35.19
30390 - Photo-Optics Technician	27.33
30395 - Radiation Control Technician	35.19
30461 - Technical Writer I	28.76
30462 - Technical Writer II	35.19
30463 - Technical Writer III	42.57
30491 - Unexploded Ordnance (UXO) Technician I	31.59
30492 - Unexploded Ordnance (UXO) Technician II	38.22
30493 - Unexploded Ordnance (UXO) Technician III	45.81
30494 - Unexploded (UXO) Safety Escort	31.59
30495 - Unexploded (UXO) Sweep Personnel	31.59
30501 - Weather Forecaster I	31.86
30502 - Weather Forecaster II	38.75
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.88
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.76
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.22
31020 - Bus Aide	11.29***
31030 - Bus Driver	16.56
31043 - Driver Courier	14.41***
31260 - Parking and Lot Attendant	12.24***
31290 - Shuttle Bus Driver	15.57***
31310 - Taxi Driver	11.80***
31361 - Truckdriver, Light	15.66***
31362 - Truckdriver, Medium	16.90
31363 - Truckdriver, Heavy	20.83
31364 - Truckdriver, Tractor-Trailer	20.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.63
99030 - Cashier	11.12***
99050 - Desk Clerk	11.14***
99095 - Embalmer	31.59
99130 - Flight Follower	31.59
99251 - Laboratory Animal Caretaker I	16.59
99252 - Laboratory Animal Caretaker II	17.41
99260 - Marketing Analyst	33.05
99310 - Mortician	31.59
99410 - Pest Controller	22.57
99510 - Photofinishing Worker	16.60
99710 - Recycling Laborer	18.98
99711 - Recycling Specialist	22.97
99730 - Refuse Collector	17.37
99810 - Sales Clerk	13.45***
99820 - School Crossing Guard	14.20***
99830 - Survey Party Chief	26.03
99831 - Surveying Aide	17.69
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	19.19
99841 - Vending Machine Repairer	24.19
99842 - Vending Machine Repairer Helper	19.19

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.



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

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."