

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	CODE 70CDCR	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	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CORECIVIC INC ATTN CORECIVIC INC 5501 VIRGINIA WAY STE 110 BRENTWOOD TN 370277684	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20D00000013
		10B. DATED (SEE ITEM 13) 07/31/2020

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. ACCOUNTING AND APPROPRIATION DATA (If required)
See Schedule

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

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

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: HJGMJN1JKL46

COR: [REDACTED] Phone: (210) 283-[REDACTED]

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

CS: [REDACTED], Phone: (202) 494-[REDACTED]

CO: [REDACTED], Phone: (202) 281-[REDACTED]

Vendor POC 1: [REDACTED], Phone: (615)-804-[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.

[REDACTED] Contracts Counsel	15C. DATE SIGNED 08/31/2023
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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Vendor POC 2: [REDACTED], Phone (615) 337-[REDACTED] Email: [REDACTED]</p> <p>The purpose of this modification is to update the following:</p> <ol style="list-style-type: none"> 1. Update the current Tier 1 BDR by [REDACTED]. P00011 to this contract increased the Tier 1 BDR by \$ [REDACTED] to accommodate changes in the federal minimum wage. However, all remaining options periods were not updated with the same [REDACTED] rate. This modification updates all Bed Day Rates by the [REDACTED] rate for all outyears. 2. Correct the total value for all CLINS X001. During the calculation of the CLIN's contractual value from P00005, the higher Tier 1 rate was applied to all beds instead of only [REDACTED]. This inadvertently inflated the value of the CLIN. This modification fixes all contractual value of all CLIN X001. A spreadsheet with all calculation is in the file for review. See the CLINS below for details. 3. Increase the GSA Mileage rate for all X003B CLINS from [REDACTED] 4. Correct the wage determination incorporated in P00012. The correct wage determination for this option period is WD 2015-5215, Revision 26. The wage determination is effective 8/1/2023. <p>The total value of this contract has decreased:</p> <p>From: [REDACTED] By: [REDACTED] To: [REDACTED]</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE. ---</p> <p>Period of Performance: 08/01/2023 to 07/31/2024</p> <p>Change Item 3001 to read as follows (amount shown is the obligated amount):</p> <p>Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
3001	<p>OP 3 - DETENTION SERVICES PoP Dates: 08/01/2023 - 07/31/2024</p> <p>█ Beds (Guaranteed Minimum) - Bed/Day Rate - █/day increased by █ to █/day</p> <p>█ Beds - █/day</p> <p>█) = █</p> <p>The total value of this CLIN has decreased: From: █ By: █ To: █ 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 MILEAGE PoP Dates: 08/01/2023 to 07/31/2024</p> <p>Mileage Rate: █</p> <p>NTE: █ miles Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 4001 to read as follows (amount shown is the obligated amount):</p>		IH	█	
4001	<p>OP 4 - DETENTION SERVICES PoP Dates: 08/01/2024 - 07/31/2025</p> <p>█ Beds (Guaranteed Minimum) - The Bed/Day Rate has increased from █/day by █/day</p> <p>█ Beds - █/day</p> <p>(█) = █</p> <p>Continued ...</p>				0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The total value of this CLIN has decreased:</p> <p>From: [REDACTED] By: [REDACTED]) To: [REDACTED] Amount: [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 4003B to read as follows (amount shown is the obligated amount):</p>				
4003B	<p>OP 4 - TRANSPORTATION MILEAGE PoP Dates: 08/01/2024 to 07/31/2025</p> <p>Mileage Rate: [REDACTED]</p> <p>NTE: [REDACTED] miles Amount: [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 5001 to read as follows (amount shown is the obligated amount):</p>		IH	[REDACTED]	0.00
5001	<p>OP 5 - DETENTION SERVICES PoP Dates: 08/01/2025 - 07/31/2026</p> <p>[REDACTED] Beds (Guaranteed Minimum) - The Bed/Day Rate has increased from [REDACTED] /day by [REDACTED]</p> <p>[REDACTED] Beds - [REDACTED] /day</p> <p>[REDACTED] = [REDACTED]</p> <p>The total value of CLIN has decreased:</p> <p>From: [REDACTED] By: [REDACTED]) To: [REDACTED] Amount: [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 5003B to read as follows (amount shown is the obligated amount): Continued ...</p>				0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
5003B	OP 5 - TRANSPORTATION MILEAGE PoP Dates: 08/01/2025 to 07/31/2026 Mileage Rate: [REDACTED] NTE: [REDACTED] miles Amount: \$ [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 6001 to read as follows (amount shown is the obligated amount):		IH	[REDACTED]	0.00
6001	OP 6 - DETENTION SERVICES PoP Dates: 08/01/2026 - 07/31/2027 [REDACTED] Beds (Guaranteed Minimum) - The Bed/Day Rate has increased from [REDACTED] 3/day by [REDACTED] [REDACTED] Beds - [REDACTED]/day ([REDACTED] = [REDACTED]) The total value of this CLIN has decreased: From: [REDACTED] By: [REDACTED] To: [REDACTED] Amount: [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 6003B to read as follows (amount shown is the obligated amount):				0.00
6003B	OP 6 - TRANSPORTATION MILEAGE PoP Dates: 08/01/2026 to 07/31/2027 Mileage Rate: \$ [REDACTED] NTE: [REDACTED] miles Amount: [REDACTED] 0 (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Continued ...		IH	[REDACTED]	0.00

NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
7001	<p>Change Item 7001 to read as follows (amount shown is the obligated amount):</p> <p>OP 7 - DETENTION SERVICES PoP Dates: 08/01/2027 - 07/31/2028</p> <p>█ Beds (Guaranteed Minimum) - The Bed/Day Rate has increased from █ day by █</p> <p>█ Beds - █/day</p> <p>(█ = █)</p> <p>The total value of this CLIN has decreased: From: █ By: █) To: █ Amount: █0 (Option Line Item) Product/service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				0.00
7003B	<p>Change Item 7003B to read as follows (amount shown is the obligated amount):</p> <p>OP 7 - TRANSPORTATION MILEAGE PoP Dates: 08/01/2027 to 07/31/2028</p> <p>Mileage Rate: █</p> <p>NTE: █ miles Amount: █ (Option Line Item) Product/service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>		IH	█	0.00
8001	<p>Change Item 8001 to read as follows (amount shown is the obligated amount):</p> <p>OP 8 - DETENTION SERVICES PoP Dates: 08/01/2028 - 07/31/2029</p> <p>█ Beds (Guaranteed Minimum) - The Bed/Day Rate has increased from █ 5/day by █</p> <p>█ Beds - █/day</p> <p>Continued ...</p>				0.00

NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>[REDACTED]</p> <p>The total value of this CLIN has decreased: From: [REDACTED] By: [REDACTED] To: [REDACTED] Amount: [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 8003B to read as follows (amount shown is the obligated amount):</p> <p>8003B OP 8 - TRANSPORTATION MILEAGE PoP Dates: 08/01/2028 to 07/31/2029</p> <p>Mileage Rate: [REDACTED]</p> <p>NTE: [REDACTED] miles Amount: [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 9001 to read as follows (amount shown is the obligated amount):</p> <p>9001 OP 9 - DETENTION SERVICES PoP Dates: 08/01/2029 - 07/31/2030</p> <p>[REDACTED] Beds (Guaranteed Minimum) - The Bed/Day Rate has increased from [REDACTED]/day by [REDACTED]</p> <p>[REDACTED] Beds - [REDACTED]/day</p> <p>[REDACTED]</p> <p>The total value of this CLIN has decreased: From: [REDACTED] By: [REDACTED] To: [REDACTED] Amount: [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p>				0.00
			IH	[REDACTED]	0.00
					0.00

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NAME OF OFFEROR OR CONTRACTOR
CORECIVIC INC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
9003B	<p>Change Item 9003B to read as follows (amount shown is the obligated amount):</p> <p>OP 9 - TRANSPORTATION MILEAGE PoP Dates: 08/01/2029 to 07/31/2030</p> <p>Mileage Rate: [REDACTED]</p> <p>NTE: [REDACTED] miles Amount: [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>---</p> <p>All other terms and conditions of 70CDCR20D00000013 shall remain unchanged.</p>		IH	[REDACTED]	0.00

"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.: 2015-5215
Revision No.: 26
Date Of Last Revision: 06/30/2023

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.

State: Texas

Area: Texas Counties of Bastrop, Caldwell, Hays, Travis, Williamson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.82
01012 - Accounting Clerk II		20.00
01013 - Accounting Clerk III		22.39
01020 - Administrative Assistant		30.19
01035 - Court Reporter		40.75
01041 - Customer Service Representative I		14.84***
01042 - Customer Service Representative II		16.20
01043 - Customer Service Representative III		18.19
01051 - Data Entry Operator I		15.45***
01052 - Data Entry Operator II		16.86
01060 - Dispatcher, Motor Vehicle		20.80
01070 - Document Preparation Clerk		19.31
01090 - Duplicating Machine Operator		19.31
01111 - General Clerk I		15.18***
01112 - General Clerk II		16.57
01113 - General Clerk III		18.61

01120 - Housing Referral Assistant	23.64
01141 - Messenger Courier	16.28
01191 - Order Clerk I	17.37
01192 - Order Clerk II	18.95
01261 - Personnel Assistant (Employment) I	18.45
01262 - Personnel Assistant (Employment) II	20.63
01263 - Personnel Assistant (Employment) III	23.00
01270 - Production Control Clerk	23.89
01290 - Rental Clerk	16.88
01300 - Scheduler, Maintenance	18.96
01311 - Secretary I	18.96
01312 - Secretary II	21.20
01313 - Secretary III	23.64
01320 - Service Order Dispatcher	18.60
01410 - Supply Technician	30.19
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.70***
01531 - Travel Clerk I	17.95
01532 - Travel Clerk II	19.38
01533 - Travel Clerk III	20.08
01611 - Word Processor I	16.88
01612 - Word Processor II	18.96
01613 - Word Processor III	21.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.86
05010 - Automotive Electrician	23.07
05040 - Automotive Glass Installer	21.72
05070 - Automotive Worker	21.72
05110 - Mobile Equipment Servicer	18.91
05130 - Motor Equipment Metal Mechanic	24.40
05160 - Motor Equipment Metal Worker	21.72
05190 - Motor Vehicle Mechanic	24.40
05220 - Motor Vehicle Mechanic Helper	17.51
05250 - Motor Vehicle Upholstery Worker	20.25
05280 - Motor Vehicle Wrecker	21.72
05310 - Painter, Automotive	23.07
05340 - Radiator Repair Specialist	21.72
05370 - Tire Repairer	15.93***
05400 - Transmission Repair Specialist	24.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.26***
07041 - Cook I	15.40***
07042 - Cook II	17.69
07070 - Dishwasher	13.73***
07130 - Food Service Worker	14.62***
07210 - Meat Cutter	18.24
07260 - Waiter/Waitress	10.43***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.55
09040 - Furniture Handler	11.85***
09080 - Furniture Refinisher	18.50
09090 - Furniture Refinisher Helper	14.05***
09110 - Furniture Repairer, Minor	16.24
09130 - Upholsterer	19.56
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.89***
11060 - Elevator Operator	13.89***
11090 - Gardener	21.99
11122 - Housekeeping Aide	14.34***
11150 - Janitor	14.34***
11210 - Laborer, Grounds Maintenance	17.18
11240 - Maid or Houseman	13.35***
11260 - Pruner	15.49***
11270 - Tractor Operator	20.37
11330 - Trail Maintenance Worker	17.18

11360 - Window Cleaner	15.91***
12000 - Health Occupations	
12010 - Ambulance Driver	22.96
12011 - Breath Alcohol Technician	24.06
12012 - Certified Occupational Therapist Assistant	38.08
12015 - Certified Physical Therapist Assistant	37.65
12020 - Dental Assistant	21.76
12025 - Dental Hygienist	43.81
12030 - EKG Technician	31.32
12035 - Electroneurodiagnostic Technologist	31.32
12040 - Emergency Medical Technician	22.96
12071 - Licensed Practical Nurse I	21.51
12072 - Licensed Practical Nurse II	24.06
12073 - Licensed Practical Nurse III	26.82
12100 - Medical Assistant	18.74
12130 - Medical Laboratory Technician	24.89
12160 - Medical Record Clerk	17.52
12190 - Medical Record Technician	19.60
12195 - Medical Transcriptionist	21.00
12210 - Nuclear Medicine Technologist	43.80
12221 - Nursing Assistant I	12.42***
12222 - Nursing Assistant II	13.96***
12223 - Nursing Assistant III	15.23***
12224 - Nursing Assistant IV	17.11
12235 - Optical Dispenser	18.42
12236 - Optical Technician	21.05
12250 - Pharmacy Technician	19.83
12280 - Phlebotomist	18.88
12305 - Radiologic Technologist	32.81
12311 - Registered Nurse I	26.45
12312 - Registered Nurse II	32.34
12313 - Registered Nurse II, Specialist	32.34
12314 - Registered Nurse III	39.13
12315 - Registered Nurse III, Anesthetist	39.13
12316 - Registered Nurse IV	46.91
12317 - Scheduler (Drug and Alcohol Testing)	30.36
12320 - Substance Abuse Treatment Counselor	23.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.80
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	30.01
13041 - Illustrator I	21.60
13042 - Illustrator II	27.57
13043 - Illustrator III	32.74
13047 - Librarian	30.96
13050 - Library Aide/Clerk	14.70***
13054 - Library Information Technology Systems Administrator	27.95
13058 - Library Technician	18.57
13061 - Media Specialist I	20.17
13062 - Media Specialist II	22.57
13063 - Media Specialist III	25.15
13071 - Photographer I	17.57
13072 - Photographer II	19.65
13073 - Photographer III	24.35
13074 - Photographer IV	29.78
13075 - Photographer V	36.03
13090 - Technical Order Library Clerk	18.46
13110 - Video Teleconference Technician	24.51
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.10
14042 - Computer Operator II	22.47
14043 - Computer Operator III	25.05
14044 - Computer Operator IV	27.85
14045 - Computer Operator V	30.84

14071 - Computer Programmer I	(see 1)	25.43
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.10
14160 - Personal Computer Support Technician		27.85
14170 - System Support Specialist		30.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.30
15020 - Aircrew Training Devices Instructor (Rated)		39.08
15030 - Air Crew Training Devices Instructor (Pilot)		46.85
15050 - Computer Based Training Specialist / Instructor		32.30
15060 - Educational Technologist		35.94
15070 - Flight Instructor (Pilot)		46.85
15080 - Graphic Artist		27.62
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.85
15086 - Maintenance Test Pilot, Rotary Wing		46.85
15088 - Non-Maintenance Test/Co-Pilot		46.85
15090 - Technical Instructor		24.94
15095 - Technical Instructor/Course Developer		30.51
15110 - Test Proctor		20.13
15120 - Tutor		20.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88***
16030 - Counter Attendant		9.88***
16040 - Dry Cleaner		12.08***
16070 - Finisher, Flatwork, Machine		9.88***
16090 - Presser, Hand		9.88***
16110 - Presser, Machine, Drycleaning		9.88***
16130 - Presser, Machine, Shirts		9.88***
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88***
16190 - Sewing Machine Operator		12.85***
16220 - Tailor		13.69***
16250 - Washer, Machine		10.49***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.36
19040 - Tool And Die Maker		28.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.49
21030 - Material Coordinator		23.89
21040 - Material Expediter		23.89
21050 - Material Handling Laborer		15.86***
21071 - Order Filler		17.07
21080 - Production Line Worker (Food Processing)		18.49
21110 - Shipping Packer		17.86
21130 - Shipping/Receiving Clerk		17.86
21140 - Store Worker I		12.83***
21150 - Stock Clerk		17.24
21210 - Tools And Parts Attendant		18.49
21410 - Warehouse Specialist		18.49
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.95
23019 - Aircraft Logs and Records Technician		27.46
23021 - Aircraft Mechanic I		33.08
23022 - Aircraft Mechanic II		34.95
23023 - Aircraft Mechanic III		36.95
23040 - Aircraft Mechanic Helper		23.75
23050 - Aircraft, Painter		31.29
23060 - Aircraft Servicer		27.46
23070 - Aircraft Survival Flight Equipment Technician		31.29
23080 - Aircraft Worker		29.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		29.46

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	33.08
II		
23110	- Appliance Mechanic	22.55
23120	- Bicycle Repairer	20.02
23125	- Cable Splicer	32.64
23130	- Carpenter, Maintenance	21.61
23140	- Carpet Layer	23.01
23160	- Electrician, Maintenance	27.33
23181	- Electronics Technician Maintenance I	25.47
23182	- Electronics Technician Maintenance II	27.06
23183	- Electronics Technician Maintenance III	28.62
23260	- Fabric Worker	21.44
23290	- Fire Alarm System Mechanic	24.43
23310	- Fire Extinguisher Repairer	20.02
23311	- Fuel Distribution System Mechanic	23.69
23312	- Fuel Distribution System Operator	18.35
23370	- General Maintenance Worker	18.69
23380	- Ground Support Equipment Mechanic	33.08
23381	- Ground Support Equipment Servicer	27.46
23382	- Ground Support Equipment Worker	29.46
23391	- Gunsmith I	20.02
23392	- Gunsmith II	23.01
23393	- Gunsmith III	25.85
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.47
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.79
23430	- Heavy Equipment Mechanic	27.25
23440	- Heavy Equipment Operator	22.75
23460	- Instrument Mechanic	30.58
23465	- Laboratory/Shelter Mechanic	24.44
23470	- Laborer	15.86***
23510	- Locksmith	22.41
23530	- Machinery Maintenance Mechanic	28.63
23550	- Machinist, Maintenance	23.15
23580	- Maintenance Trades Helper	16.86
23591	- Metrology Technician I	30.58
23592	- Metrology Technician II	32.30
23593	- Metrology Technician III	34.14
23640	- Millwright	27.47
23710	- Office Appliance Repairer	20.80
23760	- Painter, Maintenance	19.40
23790	- Pipefitter, Maintenance	28.80
23810	- Plumber, Maintenance	27.23
23820	- Pneudraulic Systems Mechanic	25.85
23850	- Rigger	25.85
23870	- Scale Mechanic	23.01
23890	- Sheet-Metal Worker, Maintenance	27.41
23910	- Small Engine Mechanic	20.82
23931	- Telecommunications Mechanic I	26.50
23932	- Telecommunications Mechanic II	28.00
23950	- Telephone Lineman	27.06
23960	- Welder, Combination, Maintenance	22.96
23965	- Well Driller	25.09
23970	- Woodcraft Worker	25.85
23980	- Woodworker	20.02
24000	- Personal Needs Occupations	
24550	- Case Manager	19.06
24570	- Child Care Attendant	13.07***
24580	- Child Care Center Clerk	16.30
24610	- Chore Aide	11.83***
24620	- Family Readiness And Support Services Coordinator	19.06
24630	- Homemaker	19.06

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.16
25040 - Sewage Plant Operator	23.89
25070 - Stationary Engineer	29.16
25190 - Ventilation Equipment Tender	20.81
25210 - Water Treatment Plant Operator	23.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.30
27007 - Baggage Inspector	15.26***
27008 - Corrections Officer	22.85
27010 - Court Security Officer	27.39
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	22.85
27070 - Firefighter	31.93
27101 - Guard I	15.26***
27102 - Guard II	17.06
27131 - Police Officer I	33.46
27132 - Police Officer II	37.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.90***
28042 - Carnival Equipment Repairer	16.09***
28043 - Carnival Worker	11.33***
28210 - Gate Attendant/Gate Tender	17.23
28310 - Lifeguard	11.92***
28350 - Park Attendant (Aide)	19.27
28510 - Recreation Aide/Health Facility Attendant	14.06***
28515 - Recreation Specialist	23.87
28630 - Sports Official	15.34***
28690 - Swimming Pool Operator	18.48
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.10
29020 - Hatch Tender	29.10
29030 - Line Handler	29.10
29041 - Stevedore I	27.11
29042 - Stevedore II	30.91
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.43
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.52
30021 - Archeological Technician I	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	30.34
30051 - Cryogenic Technician I	29.54
30052 - Cryogenic Technician II	32.62
30061 - Drafter/CAD Operator I	19.25
30062 - Drafter/CAD Operator II	21.53
30063 - Drafter/CAD Operator III	24.00
30064 - Drafter/CAD Operator IV	29.54
30081 - Engineering Technician I	15.78***
30082 - Engineering Technician II	17.72
30083 - Engineering Technician III	19.82
30084 - Engineering Technician IV	24.57
30085 - Engineering Technician V	30.04
30086 - Engineering Technician VI	36.34
30090 - Environmental Technician	22.96
30095 - Evidence Control Specialist	26.68
30210 - Laboratory Technician	25.17
30221 - Latent Fingerprint Technician I	24.50
30222 - Latent Fingerprint Technician II	27.06
30240 - Mathematical Technician	31.71
30361 - Paralegal/Legal Assistant I	21.62
30362 - Paralegal/Legal Assistant II	27.87
30363 - Paralegal/Legal Assistant III	32.76

30364 - Paralegal/Legal Assistant IV	39.63
30375 - Petroleum Supply Specialist	32.62
30390 - Photo-Optics Technician	26.68
30395 - Radiation Control Technician	32.62
30461 - Technical Writer I	25.75
30462 - Technical Writer II	31.49
30463 - Technical Writer III	38.10
30491 - Unexploded Ordnance (UXO) Technician I	28.05
30492 - Unexploded Ordnance (UXO) Technician II	33.94
30493 - Unexploded Ordnance (UXO) Technician III	40.68
30494 - Unexploded (UXO) Safety Escort	28.05
30495 - Unexploded (UXO) Sweep Personnel	28.05
30501 - Weather Forecaster I	29.54
30502 - Weather Forecaster II	35.93
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.00
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.68
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.94
31020 - Bus Aide	15.97***
31030 - Bus Driver	21.90
31043 - Driver Courier	20.23
31260 - Parking and Lot Attendant	13.32***
31290 - Shuttle Bus Driver	19.26
31310 - Taxi Driver	14.59***
31361 - Truckdriver, Light	21.85
31362 - Truckdriver, Medium	23.39
31363 - Truckdriver, Heavy	22.55
31364 - Truckdriver, Tractor-Trailer	22.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.55
99030 - Cashier	13.57***
99050 - Desk Clerk	13.60***
99095 - Embalmer	28.37
99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker I	14.96***
99252 - Laboratory Animal Caretaker II	16.16***
99260 - Marketing Analyst	37.41
99310 - Mortician	28.37
99410 - Pest Controller	18.91
99510 - Photofinishing Worker	14.92***
99710 - Recycling Laborer	22.95
99711 - Recycling Specialist	27.23
99730 - Refuse Collector	20.78
99810 - Sales Clerk	14.09***
99820 - School Crossing Guard	13.26***
99830 - Survey Party Chief	25.10
99831 - Surveying Aide	17.25
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	13.84***
99841 - Vending Machine Repairer	17.15
99842 - Vending Machine Repairer Helper	13.84***

***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.

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))."