

2. AMENDMENT/MODIFICATION NO. P00003	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)  PICKENS COUNTY OF ATTN [REDACTED] PO BOX 460 CARROLLTON AL 35447	9A. AMENDMENT OF SOLICITATION NO.  9B. DATED (SEE ITEM 11)  9C. DATED (SEE ITEM 11)
CODE DLU2FSNJAHU6      FACILITY CODE	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR20DIG000003  10B. DATED (SEE ITEM 13) 07/01/2020

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

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

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) IAW IGSA 70CDCR20DIG000003

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: DLU2FSNJAHU6

CONTACT INFORMATION

CO: [REDACTED], 682-308-[REDACTED]

CS: [REDACTED], 202-923-[REDACTED]

COR: [REDACTED], 210-732-[REDACTED]

ACOR: [REDACTED], 215-528-[REDACTED]

ACOR: [REDACTED], 703-235-[REDACTED]

Pickens County POC: [REDACTED], 205-367-[REDACTED]

The purpose of this modification is to effect the following:

Continued ...

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

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

NAME OF OFFEROR OR CONTRACTOR  
PICKENS COUNTY OF

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1.) Replace [REDACTED] with [REDACTED] as the Contracting Officer Representative (COR). The Contracting Officer has hereby designated [REDACTED] as the COR for this contract. Replace [REDACTED] with [REDACTED] and [REDACTED] as the alternate CORs. The Contracting Officer has hereby designated [REDACTED] and [REDACTED] as the alternate CORs for this contract.</p> <p>2.) Replace [REDACTED], Administrator, with [REDACTED] Sheriff, as the vendor's Point of Contact.</p> <p>3.) Incorporate the most recent Department of Labor Wage Determination and provide instructions for requesting a price adjustment.</p> <p>Accordingly,</p> <p>In accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination No. 2015-4609 Revision 19, is hereby attached and incorporated with an effective date of 7/1/2023.</p> <p>The following payroll data must be submitted to support any request for a price adjustment:</p> <ul style="list-style-type: none"> <li>A. Employee Name and WD Job Classification Title/Number</li> <li>B. Actual hours paid and/or worked</li> <li>C. Actual hourly wage and wage rates used in previous performance period</li> <li>D. Actual H&amp;W wages and rates used in previous performance period</li> <li>E. How was H&amp;W paid? (i.e., cash to employees or paid to third party)</li> <li>F. Applicable workers compensation rate (if H&amp;W was paid in cash to employee)</li> <li>G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax Allowance (SUTA))</li> </ul> <p>The Contractor shall notify the Contracting Officer of any price increase claimed under clause 52.222-43 within 30 calendar days of receiving a copy of the completed modification incorporating the new wage determination.</p> <p>4.) All other terms and conditions remain unchanged.</p> <p>Continued ...</p>				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR20DIG000003/P00003

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NAME OF OFFEROR OR CONTRACTOR  
PICKENS COUNTY OF

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Period of Performance: 07/01/2020 to 06/30/2025				

"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.: 2015-4609 Revision No.: 19 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director	Division of Wage Determinations

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	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.
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:	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.

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: Alabama

Area: Alabama Counties of Hale, Pickens, Tuscaloosa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69***
01012 - Accounting Clerk II		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		29.30
01035 - Court Reporter		18.05
01041 - Customer Service Representative I		13.65***
01042 - Customer Service Representative II		14.89***
01043 - Customer Service Representative III		16.71
01051 - Data Entry Operator I		13.96***
01052 - Data Entry Operator II		15.23***
01060 - Dispatcher, Motor Vehicle		19.38
01070 - Document Preparation Clerk		14.38***
01090 - Duplicating Machine Operator		14.38***
01111 - General Clerk I		13.77***
01112 - General Clerk II		15.02***
01113 - General Clerk III		16.86

01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.20***
01191 - Order Clerk I	13.71***
01192 - Order Clerk II	14.96***
01261 - Personnel Assistant (Employment) I	17.24
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	30.15
01290 - Rental Clerk	14.86***
01300 - Scheduler, Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.26
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	17.33
01410 - Supply Technician	29.30
01420 - Survey Worker	17.92
01460 - Switchboard Operator/Receptionist	13.72***
01531 - Travel Clerk I	12.66***
01532 - Travel Clerk II	13.37***
01533 - Travel Clerk III	14.07***
01611 - Word Processor I	15.90***
01612 - Word Processor II	17.40
01613 - Word Processor III	18.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.57
05010 - Automotive Electrician	20.52
05040 - Automotive Glass Installer	19.17
05070 - Automotive Worker	19.17
05110 - Mobile Equipment Servicer	16.46
05130 - Motor Equipment Metal Mechanic	21.89
05160 - Motor Equipment Metal Worker	19.17
05190 - Motor Vehicle Mechanic	21.89
05220 - Motor Vehicle Mechanic Helper	15.38***
05250 - Motor Vehicle Upholstery Worker	17.83
05280 - Motor Vehicle Wrecker	19.17
05310 - Painter, Automotive	20.52
05340 - Radiator Repair Specialist	19.17
05370 - Tire Repairer	14.00***
05400 - Transmission Repair Specialist	21.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.98***
07041 - Cook I	12.23***
07042 - Cook II	14.25***
07070 - Dishwasher	10.36***
07130 - Food Service Worker	10.54***
07210 - Meat Cutter	16.23
07260 - Waiter/Waitress	8.88***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.16
09040 - Furniture Handler	12.19***
09080 - Furniture Refinisher	20.16
09090 - Furniture Refinisher Helper	14.84***
09110 - Furniture Repairer, Minor	17.52
09130 - Upholsterer	20.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.17***
11060 - Elevator Operator	13.50***
11090 - Gardener	19.11
11122 - Housekeeping Aide	13.50***
11150 - Janitor	13.50***
11210 - Laborer, Grounds Maintenance	14.36***
11240 - Maid or Houseman	10.68***
11260 - Pruner	12.83***
11270 - Tractor Operator	17.51
11330 - Trail Maintenance Worker	14.36***

11360 - Window Cleaner	15.11***
12000 - Health Occupations	
12010 - Ambulance Driver	15.95***
12011 - Breath Alcohol Technician	19.64
12012 - Certified Occupational Therapist Assistant	26.94
12015 - Certified Physical Therapist Assistant	30.16
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	27.56
12030 - EKG Technician	28.00
12035 - Electroneurodiagnostic Technologist	28.00
12040 - Emergency Medical Technician	15.95***
12071 - Licensed Practical Nurse I	17.55
12072 - Licensed Practical Nurse II	19.64
12073 - Licensed Practical Nurse III	21.89
12100 - Medical Assistant	14.42***
12130 - Medical Laboratory Technician	19.53
12160 - Medical Record Clerk	15.97***
12190 - Medical Record Technician	17.87
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	43.16
12221 - Nursing Assistant I	11.87***
12222 - Nursing Assistant II	13.34***
12223 - Nursing Assistant III	14.56***
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	15.30***
12236 - Optical Technician	17.55
12250 - Pharmacy Technician	14.48***
12280 - Phlebotomist	17.06
12305 - Radiologic Technologist	23.21
12311 - Registered Nurse I	24.27
12312 - Registered Nurse II	29.69
12313 - Registered Nurse II, Specialist	29.69
12314 - Registered Nurse III	35.91
12315 - Registered Nurse III, Anesthetist	35.91
12316 - Registered Nurse IV	43.04
12317 - Scheduler (Drug and Alcohol Testing)	24.33
12320 - Substance Abuse Treatment Counselor	23.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.25
13012 - Exhibits Specialist II	25.07
13013 - Exhibits Specialist III	30.67
13041 - Illustrator I	21.07
13042 - Illustrator II	26.11
13043 - Illustrator III	31.94
13047 - Librarian	28.91
13050 - Library Aide/Clerk	16.78
13054 - Library Information Technology Systems Administrator	26.11
13058 - Library Technician	17.01
13061 - Media Specialist I	18.83
13062 - Media Specialist II	21.07
13063 - Media Specialist III	23.49
13071 - Photographer I	18.83
13072 - Photographer II	21.07
13073 - Photographer III	26.11
13074 - Photographer IV	31.94
13075 - Photographer V	38.63
13090 - Technical Order Library Clerk	21.07
13110 - Video Teleconference Technician	19.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.84
14042 - Computer Operator II	21.07
14043 - Computer Operator III	23.49
14044 - Computer Operator IV	26.10
14045 - Computer Operator V	28.90

14071 - Computer Programmer I	(see 1)	23.08
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.84
14160 - Personal Computer Support Technician		26.10
14170 - System Support Specialist		28.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - Computer Based Training Specialist / Instructor		29.28
15060 - Educational Technologist		29.29
15070 - Flight Instructor (Pilot)		41.38
15080 - Graphic Artist		23.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.38
15086 - Maintenance Test Pilot, Rotary Wing		41.38
15088 - Non-Maintenance Test/Co-Pilot		41.38
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.23
15120 - Tutor		19.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.55***
16030 - Counter Attendant		9.55***
16040 - Dry Cleaner		10.97***
16070 - Finisher, Flatwork, Machine		9.55***
16090 - Presser, Hand		9.55***
16110 - Presser, Machine, Drycleaning		9.55***
16130 - Presser, Machine, Shirts		9.55***
16160 - Presser, Machine, Wearing Apparel, Laundry		9.55***
16190 - Sewing Machine Operator		11.45***
16220 - Tailor		11.98***
16250 - Washer, Machine		10.72***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.46
19040 - Tool And Die Maker		29.85
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.21
21030 - Material Coordinator		29.42
21040 - Material Expediter		29.42
21050 - Material Handling Laborer		14.39***
21071 - Order Filler		12.72***
21080 - Production Line Worker (Food Processing)		17.21
21110 - Shipping Packer		17.96
21130 - Shipping/Receiving Clerk		17.96
21140 - Store Worker I		11.81***
21150 - Stock Clerk		16.65
21210 - Tools And Parts Attendant		17.21
21410 - Warehouse Specialist		17.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.64
23019 - Aircraft Logs and Records Technician		20.39
23021 - Aircraft Mechanic I		25.04
23022 - Aircraft Mechanic II		26.64
23023 - Aircraft Mechanic III		28.24
23040 - Aircraft Mechanic Helper		17.25
23050 - Aircraft, Painter		23.46
23060 - Aircraft Servicer		20.39
23070 - Aircraft Survival Flight Equipment Technician		23.46
23080 - Aircraft Worker		21.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.93



I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	25.04
II	
23110 - Appliance Mechanic	23.46
23120 - Bicycle Repairer	18.82
23125 - Cable Splicer	33.30
23130 - Carpenter, Maintenance	19.64
23140 - Carpet Layer	21.93
23160 - Electrician, Maintenance	26.03
23181 - Electronics Technician Maintenance I	25.59
23182 - Electronics Technician Maintenance II	27.37
23183 - Electronics Technician Maintenance III	29.22
23260 - Fabric Worker	20.39
23290 - Fire Alarm System Mechanic	24.17
23310 - Fire Extinguisher Repairer	18.82
23311 - Fuel Distribution System Mechanic	25.04
23312 - Fuel Distribution System Operator	18.82
23370 - General Maintenance Worker	17.58
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	20.39
23382 - Ground Support Equipment Worker	21.93
23391 - Gunsmith I	18.82
23392 - Gunsmith II	21.93
23393 - Gunsmith III	25.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.87
23430 - Heavy Equipment Mechanic	26.04
23440 - Heavy Equipment Operator	21.11
23460 - Instrument Mechanic	26.36
23465 - Laboratory/Shelter Mechanic	23.46
23470 - Laborer	14.39***
23510 - Locksmith	23.46
23530 - Machinery Maintenance Mechanic	28.73
23550 - Machinist, Maintenance	23.23
23580 - Maintenance Trades Helper	14.06***
23591 - Metrology Technician I	26.36
23592 - Metrology Technician II	26.64
23593 - Metrology Technician III	28.24
23640 - Millwright	25.43
23710 - Office Appliance Repairer	22.67
23760 - Painter, Maintenance	20.77
23790 - Pipefitter, Maintenance	25.51
23810 - Plumber, Maintenance	23.89
23820 - Pneudraulic Systems Mechanic	25.04
23850 - Rigger	25.04
23870 - Scale Mechanic	21.93
23890 - Sheet-Metal Worker, Maintenance	20.98
23910 - Small Engine Mechanic	21.93
23931 - Telecommunications Mechanic I	28.74
23932 - Telecommunications Mechanic II	32.39
23950 - Telephone Lineman	24.34
23960 - Welder, Combination, Maintenance	23.80
23965 - Well Driller	25.04
23970 - Woodcraft Worker	25.04
23980 - Woodworker	18.82
24000 - Personal Needs Occupations	
24550 - Case Manager	14.40***
24570 - Child Care Attendant	10.65***
24580 - Child Care Center Clerk	15.30***
24610 - Chore Aide	10.35***
24620 - Family Readiness And Support Services Coordinator	14.40***
24630 - Homemaker	19.50



25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.16
25040 - Sewage Plant Operator	22.42
25070 - Stationary Engineer	26.16
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	22.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.10
27007 - Baggage Inspector	13.84***
27008 - Corrections Officer	23.86
27010 - Court Security Officer	25.72
27030 - Detection Dog Handler	15.48***
27040 - Detention Officer	23.86
27070 - Firefighter	28.68
27101 - Guard I	13.84***
27102 - Guard II	15.48***
27131 - Police Officer I	24.10
27132 - Police Officer II	26.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.97***
28042 - Carnival Equipment Repairer	15.25***
28043 - Carnival Worker	10.24***
28210 - Gate Attendant/Gate Tender	19.94
28310 - Lifeguard	14.40***
28350 - Park Attendant (Aide)	22.92
28510 - Recreation Aide/Health Facility Attendant	16.29
28515 - Recreation Specialist	24.33
28630 - Sports Official	18.26
28690 - Swimming Pool Operator	19.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.28
29020 - Hatch Tender	25.28
29030 - Line Handler	25.28
29041 - Stevedore I	23.30
29042 - Stevedore II	27.02
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.26
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.40
30022 - Archeological Technician II	20.59
30023 - Archeological Technician III	25.51
30030 - Cartographic Technician	25.51
30040 - Civil Engineering Technician	22.60
30051 - Cryogenic Technician I	28.25
30052 - Cryogenic Technician II	31.20
30061 - Drafter/CAD Operator I	18.40
30062 - Drafter/CAD Operator II	20.59
30063 - Drafter/CAD Operator III	22.95
30064 - Drafter/CAD Operator IV	28.25
30081 - Engineering Technician I	16.64
30082 - Engineering Technician II	18.67
30083 - Engineering Technician III	20.89
30084 - Engineering Technician IV	25.88
30085 - Engineering Technician V	31.66
30086 - Engineering Technician VI	38.29
30090 - Environmental Technician	25.51
30095 - Evidence Control Specialist	25.51
30210 - Laboratory Technician	26.44
30221 - Latent Fingerprint Technician I	28.25
30222 - Latent Fingerprint Technician II	31.20
30240 - Mathematical Technician	25.51
30361 - Paralegal/Legal Assistant I	19.75
30362 - Paralegal/Legal Assistant II	24.46
30363 - Paralegal/Legal Assistant III	29.92

30364 - Paralegal/Legal Assistant IV	36.20
30375 - Petroleum Supply Specialist	31.20
30390 - Photo-Optics Technician	25.51
30395 - Radiation Control Technician	31.20
30461 - Technical Writer I	25.51
30462 - Technical Writer II	31.20
30463 - Technical Writer III	37.74
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	28.25
30502 - Weather Forecaster II	34.36
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.95
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.51
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.38***
31030 - Bus Driver	17.85
31043 - Driver Courier	16.13***
31260 - Parking and Lot Attendant	12.04***
31290 - Shuttle Bus Driver	14.65***
31310 - Taxi Driver	11.99***
31361 - Truckdriver, Light	17.59
31362 - Truckdriver, Medium	19.42
31363 - Truckdriver, Heavy	22.33
31364 - Truckdriver, Tractor-Trailer	22.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	11.02***
99050 - Desk Clerk	10.95***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	14.48***
99252 - Laboratory Animal Caretaker II	15.88***
99260 - Marketing Analyst	25.62
99310 - Mortician	26.22
99410 - Pest Controller	18.80
99510 - Photofinishing Worker	14.08***
99710 - Recycling Laborer	16.25
99711 - Recycling Specialist	19.82
99730 - Refuse Collector	14.52***
99810 - Sales Clerk	12.40***
99820 - School Crossing Guard	13.42***
99830 - Survey Party Chief	27.34
99831 - Surveying Aide	16.61
99832 - Surveying Technician	22.79
99840 - Vending Machine Attendant	18.32
99841 - Vending Machine Repairer	23.29
99842 - Vending Machine Repairer Helper	18.32

\*\*\*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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 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))."