

2. AMENDMENT/MODIFICATION NO. P00008	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 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
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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	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR21D00000004
		10B. DATED (SEE ITEM 13) 08/27/2021
CODE JMLKZZ1NL2Z6	FACILITY CODE	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or 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:
	D. OTHER (Specify type of modification and authority)
X	52.217-9 Option to Extend the Term of the Contract

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
 UEI: JMLKZZ1NL2Z6
 UEI: JMLKZZ1NL2Z6
 Contracting Officer's Representative: [REDACTED]
 Alternate Contracting Officer's Representative: [REDACTED]
 Contracting Officer: [REDACTED]
 Contract Specialist: [REDACTED]

The purpose of modification P00008 is to:

- Exercise CLINS 2001A, 2001b, 2002, 2003, 2004 and 2005. Period Of Performance 1 September 2023 - 31 August 2024.

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)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
[REDACTED]	[REDACTED]
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED
_____ (Signature of person authorized to sign)	

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CONTINUATION SHEET

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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>2. Incorporate the most recent Department of Labor Wage Determination and provide instructions for requesting a price adjustment.</p> <p>3. In accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination No. 2015-4535 Revision 26, dated 6/30/2023, is hereby attached and incorporated with an effective date of 9/1/2023:</p> <p>The following payroll data must be submitted to support any request for a price adjustment:</p> <ul style="list-style-type: none"> A. Employee Name and WD Job Classification Title/Number B. Actual hours paid and/or worked C. Actual hourly wage and wage rates used in previous performance period D. Actual H&W wages and rates used in previous performance period E. How was H&W paid? (i.e., cash to employees or paid to third party) F. Applicable workers compensation rate (if H&W was paid in cash to employee) G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax Allowance (SUTA)) <p>4. 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>5. All other terms and conditions remain unchanged unless addressed herein this modification.</p> <p>Period of Performance: 09/01/2023 to 08/31/2024 For inquiries regarding ICE detainee information or ICE's usage of this contract, 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>				

2. AMENDMENT/MODIFICATION NO. P00009	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 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
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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	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR21D00000004
		10B. DATED (SEE ITEM 13) 08/27/2021
CODE JMLKZZ1NL2Z6	FACILITY CODE	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or 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) 52.222-41 Service Contract Labor Standards.

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
Contracting Officer's Representative: [REDACTED]
Alternate Contracting Officer's Representative: [REDACTED]
Contracting Officer: [REDACTED]
Contract Specialist: [REDACTED]

The purpose of modification P00009 is to incorporate an SF 1444 Conformance Request. On August 28, 2023, Geo submitted a request for authorization of additional classification and rate for four positions. On September 1, 2023, the Department of Labor, Wage and Hour Division, approved this conformation. As stated in the DoL approval letter, "the conformed classifications and wage rates are in addition to the fringe benefits rate of [REDACTED] listed 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 <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED [REDACTED]
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NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>on the WD and is retroactive to the commencement date of the contract.”</p> <p>Period of Performance: 09/01/2023 to 08/31/2024 For inquiries regarding ICE detainee information or ICE’s usage of this contract, 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>				

2. AMENDMENT/MODIFICATION NO. P00010	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 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
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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	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR21D00000004
		10B. DATED (SEE ITEM 13) 08/27/2021
CODE JMLKZZ1NL2Z6	FACILITY CODE	

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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 X	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. 52.212-4 Contract Terms and Conditions Commercial Products and Commercial Services
	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:
	D. OTHER (Specify type of modification and authority)

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
UEI: JMLKZZ1NL2Z6
Contracting Officer's Representative: [REDACTED]
Alternate Contracting Officer's Representative: [REDACTED]
Contracting Officer: [REDACTED]
Contract Specialist: [REDACTED]

This modification accomplishes the following:

- 1) incorporates an updated memorandum for Virtual Attorney Visitation and Transgender Care.
- 2) creates CLIN 1007 for Virtual Attorney Visitation (VAV) Expansion and Asylum Booth

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] Vice President	15C. DATE SIGNED 9/25/2023
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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)
	installation and, 3) updates the Facility Operations Charge (FOC) to reflect the 2 additional FTE required for operation of the VAV expansion and Asylum Booths. FOC CLINs 1001b, 2001b, 3001b, and 4001b are increased by [REDACTED] annually or [REDACTED] monthly. The task order will be modify to reflect the updated FOC and to apply funds for the positions. Period of Performance: 09/01/2023 to 08/31/2026 Change Item 1001b to read as follows (amount shown is the obligated amount): 1001b Facility Operations Charge Monthly Usage Rate is increased from [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Add Item 1007 as follows: 1007 FFP: Virtual Attorney Visitation Expansion and Asylum Interview Booths. Priced in accordance with the vendors price proposal dated 9/15/2023. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 2001b to read as follows (amount shown is the obligated amount): 2001b Facility Operations Charge Monthly Usage Rate is increased from [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 3001b to read as follows (amount shown is the obligated amount): 3001b Facility Operations Charge Monthly Usage Rate is increased from [REDACTED] 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)
4001b	<p>[REDACTED]</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 4001b to read as follows (amount shown is the obligated amount):</p> <p>Facility Operations Charge Monthly Rate of [REDACTED] increased by [REDACTED]</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this contract, 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>				

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Daniel W. Simms | Division of | Wage Determination No.: 2015-4535
 Director | Wage Determinations | 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.

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.

State: Florida

Area: Florida County of Broward

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.19
01013 - Accounting Clerk III		21.46
01020 - Administrative Assistant		30.36
01035 - Court Reporter		21.24
01041 - Customer Service Representative I		14.42***
01042 - Customer Service Representative II		15.73***
01043 - Customer Service Representative III		17.67
01051 - Data Entry Operator I		15.66***
01052 - Data Entry Operator II		17.09
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		16.25
01090 - Duplicating Machine Operator		16.25
01111 - General Clerk I		14.81***
01112 - General Clerk II		16.16***
01113 - General Clerk III		18.15

01120 - Housing Referral Assistant	23.85
01141 - Messenger Courier	16.34
01191 - Order Clerk I	15.54***
01192 - Order Clerk II	16.95
01261 - Personnel Assistant (Employment) I	18.89
01262 - Personnel Assistant (Employment) II	21.13
01263 - Personnel Assistant (Employment) III	23.56
01270 - Production Control Clerk	22.93
01290 - Rental Clerk	16.42
01300 - Scheduler, Maintenance	19.13
01311 - Secretary I	19.13
01312 - Secretary II	21.39
01313 - Secretary III	23.85
01320 - Service Order Dispatcher	17.03
01410 - Supply Technician	30.36
01420 - Survey Worker	20.30
01460 - Switchboard Operator/Receptionist	15.14***
01531 - Travel Clerk I	19.21
01532 - Travel Clerk II	20.84
01533 - Travel Clerk III	22.32
01611 - Word Processor I	16.64
01612 - Word Processor II	18.69
01613 - Word Processor III	20.90
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.60
05010 - Automotive Electrician	21.29
05040 - Automotive Glass Installer	19.87
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	16.81
05130 - Motor Equipment Metal Mechanic	22.71
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	22.71
05220 - Motor Vehicle Mechanic Helper	15.26***
05250 - Motor Vehicle Upholstery Worker	18.39
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	21.29
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	15.15***
05400 - Transmission Repair Specialist	22.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.51***
07041 - Cook I	14.20***
07042 - Cook II	16.81
07070 - Dishwasher	12.64***
07130 - Food Service Worker	14.69***
07210 - Meat Cutter	18.23
07260 - Waiter/Waitress	11.92***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.17
09040 - Furniture Handler	11.86***
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	14.31***
09110 - Furniture Repairer, Minor	17.27
09130 - Upholsterer	18.77
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.91***
11060 - Elevator Operator	13.01***
11090 - Gardener	22.14
11122 - Housekeeping Aide	13.01***
11150 - Janitor	13.01***
11210 - Laborer, Grounds Maintenance	15.94***
11240 - Maid or Houseman	13.82***
11260 - Pruner	13.89***
11270 - Tractor Operator	20.11
11330 - Trail Maintenance Worker	15.94***

11360 - Window Cleaner	14.93***
12000 - Health Occupations	
12010 Ambulance Driver	17.59
12011 - Breath Alcohol Technician	22.09
12012 - Certified Occupational Therapist Assistant	32.71
12015 - Certified Physical Therapist Assistant	30.96
12020 Dental Assistant	19.65
12025 - Dental Hygienist	37.45
12030 - EKG Technician	24.21
12035 - Electroneurodiagnostic Technologist	24.21
12040 Emergency Medical Technician	17.59
12071 - Licensed Practical Nurse I	19.76
12072 - Licensed Practical Nurse II	22.09
12073 - Licensed Practical Nurse III	24.63
12100 Medical Assistant	18.06
12130 - Medical Laboratory Technician	28.40
12160 - Medical Record Clerk	19.55
12190 - Medical Record Technician	22.30
12195 Medical Transcriptionist	18.61
12210 - Nuclear Medicine Technologist	39.16
12221 - Nursing Assistant I	12.96***
12222 - Nursing Assistant II	14.57***
12223 Nursing Assistant III	15.90***
12224 - Nursing Assistant IV	17.86
12235 - Optical Dispenser	21.26
12236 - Optical Technician	15.41***
12250 Pharmacy Technician	18.04
12280 - Phlebotomist	18.00
12305 - Radiologic Technologist	30.89
12311 - Registered Nurse I	26.32
12312 Registered Nurse II	31.74
12313 - Registered Nurse II, Specialist	31.74
12314 - Registered Nurse III	38.40
12315 - Registered Nurse III, Anesthetist	38.40
12316 Registered Nurse IV	46.03
12317 - Scheduler (Drug and Alcohol Testing)	27.38
12320 - Substance Abuse Treatment Counselor	24.02
13000 - Information And Arts Occupations	
13011 Exhibits Specialist I	23.28
13012 - Exhibits Specialist II	28.85
13013 - Exhibits Specialist III	35.28
13041 - Illustrator I	20.78
13042 Illustrator II	25.74
13043 - Illustrator III	31.48
13047 - Librarian	30.39
13050 - Library Aide/Clerk	15.60***
13054 Library Information Technology Systems Administrator	26.99
13058 - Library Technician	21.20
13061 - Media Specialist I	19.40
13062 Media Specialist II	21.69
13063 - Media Specialist III	24.19
13071 - Photographer I	18.64
13072 - Photographer II	20.86
13073 Photographer III	25.84
13074 - Photographer IV	31.61
13075 - Photographer V	38.24
13090 - Technical Order Library Clerk	19.58
13110 Video Teleconference Technician	23.32
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.58
14042 - Computer Operator II	23.02
14043 Computer Operator III	25.66
14044 - Computer Operator IV	28.53
14045 - Computer Operator V	31.59

14071 - Computer Programmer I	(see 1)	26.74
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		20.58
14160 - Personal Computer Support Technician		28.53
14170 - System Support Specialist		31.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.37
15020 - Aircrew Training Devices Instructor (Rated)		39.16
15030 - Air Crew Training Devices Instructor (Pilot)		46.95
15050 - Computer Based Training Specialist / Instructor		32.37
15060 - Educational Technologist		30.61
15070 - Flight Instructor (Pilot)		46.95
15080 - Graphic Artist		26.16
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.95
15086 - Maintenance Test Pilot, Rotary Wing		46.95
15088 - Non-Maintenance Test/Co-Pilot		46.95
15090 - Technical Instructor		24.93
15095 - Technical Instructor/Course Developer		30.49
15110 - Test Proctor		20.12
15120 - Tutor		20.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.33***
16030 - Counter Attendant		12.33***
16040 - Dry Cleaner		14.39***
16070 - Finisher, Flatwork, Machine		12.33***
16090 - Presser, Hand		12.33***
16110 - Presser, Machine, Drycleaning		12.33***
16130 - Presser, Machine, Shirts		12.33***
16160 - Presser, Machine, Wearing Apparel, Laundry		12.33***
16190 - Sewing Machine Operator		15.05***
16220 - Tailor		15.96***
16250 - Washer, Machine		12.95***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.61
19040 - Tool And Die Maker		27.48
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.45
21030 - Material Coordinator		22.93
21040 - Material Expediter		22.93
21050 - Material Handling Laborer		15.43***
21071 - Order Filler		15.76***
21080 - Production Line Worker (Food Processing)		18.45
21110 - Shipping Packer		17.35
21130 - Shipping/Receiving Clerk		17.35
21140 - Store Worker I		12.00***
21150 - Stock Clerk		17.83
21210 - Tools And Parts Attendant		18.45
21410 - Warehouse Specialist		18.45
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.00
23019 - Aircraft Logs and Records Technician		27.39
23021 - Aircraft Mechanic I		33.83
23022 - Aircraft Mechanic II		36.00
23023 - Aircraft Mechanic III		38.14
23040 - Aircraft Mechanic Helper		22.74
23050 - Aircraft, Painter		31.72
23060 - Aircraft Servicer		27.39
23070 - Aircraft Survival Flight Equipment Technician		31.72
23080 - Aircraft Worker		29.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		29.61

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	33.83
II	
23110 - Appliance Mechanic	22.64
23120 - Bicycle Repairer	18.20
23125 - Cable Splicer	32.14
23130 - Carpenter, Maintenance	22.52
23140 - Carpet Layer	22.01
23160 - Electrician, Maintenance	23.86
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	20.34
23290 - Fire Alarm System Mechanic	22.94
23310 - Fire Extinguisher Repairer	18.87
23311 - Fuel Distribution System Mechanic	25.74
23312 - Fuel Distribution System Operator	19.05
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	33.83
23381 - Ground Support Equipment Servicer	27.39
23382 - Ground Support Equipment Worker	29.61
23391 - Gunsmith I	18.87
23392 - Gunsmith II	22.31
23393 - Gunsmith III	25.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.91
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.37
23430 - Heavy Equipment Mechanic	27.05
23440 - Heavy Equipment Operator	25.04
23460 - Instrument Mechanic	26.38
23465 - Laboratory/Shelter Mechanic	23.90
23470 - Laborer	15.43***
23510 - Locksmith	23.19
23530 - Machinery Maintenance Mechanic	25.39
23550 - Machinist, Maintenance	23.89
23580 - Maintenance Trades Helper	16.52
23591 - Metrology Technician I	26.38
23592 - Metrology Technician II	28.06
23593 - Metrology Technician III	29.73
23640 - Millwright	23.31
23710 - Office Appliance Repairer	19.50
23760 - Painter, Maintenance	18.58
23790 - Pipefitter, Maintenance	25.58
23810 - Plumber, Maintenance	23.98
23820 - Pneudraulic Systems Mechanic	25.50
23850 - Rigger	24.37
23870 - Scale Mechanic	22.31
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.50
23931 - Telecommunications Mechanic I	30.36
23932 - Telecommunications Mechanic II	32.31
23950 - Telephone Lineman	24.87
23960 - Welder, Combination, Maintenance	22.56
23965 - Well Driller	23.72
23970 - Woodcraft Worker	25.50
23980 - Woodworker	18.87
24000 - Personal Needs Occupations	
24550 - Case Manager	18.82
24570 - Child Care Attendant	13.87***
24580 - Child Care Center Clerk	17.29
24610 - Chore Aide	12.73***
24620 - Family Readiness And Support Services Coordinator	18.82
24630 - Homemaker	18.82

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.81
25040 - Sewage Plant Operator	27.25
25070 - Stationary Engineer	31.81
25190 - Ventilation Equipment Tender	21.38
25210 - Water Treatment Plant Operator	27.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.70
27007 - Baggage Inspector	14.07***
27008 - Corrections Officer	33.02
27010 - Court Security Officer	32.52
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	33.02
27070 - Firefighter	33.91
27101 - Guard I	14.07***
27102 - Guard II	18.11
27131 - Police Officer I	36.70
27132 - Police Officer II	40.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.79
28042 - Carnival Equipment Repairer	19.59
28043 - Carnival Worker	12.29***
28210 - Gate Attendant/Gate Tender	17.38
28310 - Lifeguard	17.39
28350 - Park Attendant (Aide)	19.43
28510 - Recreation Aide/Health Facility Attendant	14.18***
28515 - Recreation Specialist	24.08
28630 - Sports Official	15.47***
28690 - Swimming Pool Operator	23.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.51
29020 - Hatch Tender	30.51
29030 - Line Handler	30.51
29041 - Stevedore I	28.23
29042 - Stevedore II	32.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.89
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.85
30021 - Archeological Technician I	19.73
30022 - Archeological Technician II	22.06
30023 - Archeological Technician III	27.33
30030 - Cartographic Technician	27.33
30040 - Civil Engineering Technician	27.62
30051 - Cryogenic Technician I	29.66
30052 - Cryogenic Technician II	32.77
30061 - Drafter/CAD Operator I	19.73
30062 - Drafter/CAD Operator II	22.06
30063 - Drafter/CAD Operator III	24.59
30064 - Drafter/CAD Operator IV	30.27
30081 - Engineering Technician I	18.79
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	29.22
30085 - Engineering Technician V	35.73
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	22.97
30095 - Evidence Control Specialist	26.46
30210 - Laboratory Technician	22.08
30221 - Latent Fingerprint Technician I	29.94
30222 - Latent Fingerprint Technician II	33.08
30240 - Mathematical Technician	28.45
30361 - Paralegal/Legal Assistant I	23.13
30362 - Paralegal/Legal Assistant II	28.67
30363 - Paralegal/Legal Assistant III	35.06

30364 - Paralegal/Legal Assistant IV	42.42
30375 - Petroleum Supply Specialist	32.35
30390 - Photo-Optics Technician	27.33
30395 - Radiation Control Technician	32.35
30461 - Technical Writer I	26.13
30462 - Technical Writer II	31.97
30463 - Technical Writer III	38.67
30491 - Unexploded Ordnance (UXO) Technician I	29.16
30492 - Unexploded Ordnance (UXO) Technician II	35.28
30493 - Unexploded Ordnance (UXO) Technician III	42.29
30494 - Unexploded (UXO) Safety Escort	29.16
30495 - Unexploded (UXO) Sweep Personnel	29.16
30501 - Weather Forecaster I	29.66
30502 - Weather Forecaster II	35.64
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.59
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.33
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.28
31020 - Bus Aide	14.14***
31030 - Bus Driver	21.47
31043 - Driver Courier	16.90
31260 - Parking and Lot Attendant	12.21***
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	14.82***
31361 - Truckdriver, Light	18.61
31362 - Truckdriver, Medium	20.36
31363 - Truckdriver, Heavy	22.46
31364 - Truckdriver, Tractor-Trailer	22.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.20
99030 - Cashier	12.19***
99050 - Desk Clerk	14.41***
99095 - Embalmer	25.15
99130 - Flight Follower	29.16
99251 - Laboratory Animal Caretaker I	15.84***
99252 - Laboratory Animal Caretaker II	17.45
99260 - Marketing Analyst	32.66
99310 - Mortician	29.78
99410 - Pest Controller	18.28
99510 - Photofinishing Worker	16.29
99710 - Recycling Laborer	26.36
99711 - Recycling Specialist	33.25
99730 - Refuse Collector	22.97
99810 - Sales Clerk	14.17***
99820 - School Crossing Guard	14.95***
99830 - Survey Party Chief	23.84
99831 - Surveying Aide	14.40***
99832 - Surveying Technician	21.73
99840 - Vending Machine Attendant	14.50***
99841 - Vending Machine Repairer	18.90
99842 - Vending Machine Repairer Helper	14.50***

***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))."