

2. AMENDMENT/MODIFICATION NO. P00011	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. 192123FPA00000011.6	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) CLEARFIELD COUNTY OF 212 ELOCUST STREET SUITE 112 CLEARFIELD PA 168302448	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR21DIG000012
		10B. DATED (SEE ITEM 13) 09/28/2021
CODE LM6GQG95JLZ6	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) Mutual Agreement of Parties

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: LM6GQG95JLZ6
 Contracting Officer's Representative (COR): [REDACTED], 267-549-[REDACTED]
 Contracting Officer (CO): [REDACTED] 202-924-[REDACTED]
 Contract Specialist (CS): [REDACTED], 202-923-[REDACTED]

The purpose of this modification is to update and clarify the CLIN 0011 - Bus Tickets language. The vendor shall procure bus tickets as required by the program office and the vendor shall be reimbursed at cost.

All other terms and conditions remain unchanged.
 Accounting Info:
 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]	15C. DATE SIGNED [REDACTED]
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED [REDACTED]

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR21DIG000012/P00011

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NAME OF OFFEROR OR CONTRACTOR
CLEARFIELD COUNTY OF

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0011	<p>[REDACTED]</p> <p>Period of Performance: 09/29/2021 to 09/28/2026</p> <p>Change Item 0011 to read as follows (amount shown is the obligated amount):</p> <p>BUS TICKETS</p> <p>The vendor shall procure bus tickets as required by the program. All bus tickets procured by the vendor shall be reimbursed at cost. Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES 1 3	
2. AMENDMENT/MODIFICATION NO. P00013		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO.	
5. PROJECT NO. (If applicable)		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		7. ADMINISTERED BY (If other than Item 6) ICE/DCR	
6. ISSUED BY DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024		8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CLEARFIELD COUNTY OF 212 ELOCUST STREET SUITE 112 CLEARFIELD PA 168302448		9A. AMENDMENT OF SOLICITATION NO.	
CODE LM6GQG95JLZ6		FACILITY CODE		9B. DATED (SEE ITEM 11)	
				10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR21DIG000012	
				10B. DATED (SEE ITEM 13) 09/28/2021	

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 Action

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: LM6GQG95JLZ6

Contracting Officer's Representative (COR): [Redacted] 267-549-[Redacted]

Contracting Officer (CO): [Redacted] 202-924-[Redacted]

Contract Specialist (CS): [Redacted] 202-923-[Redacted]

The purpose of this modification is to perform the following:

1. Incorporate the Request for Adjustment (REA) effective as of 9/29/23.
2. Adjust rates for CLINs 0003, 0005, 0008, 0010, and 0014 in accordance with the REA.
3. Incorporate Attachment 01 - Staffing Plan.

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.

16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
15C. DATE SIGNED 11/14/2023	16C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR21DIG000012/P00013

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NAME OF OFFEROR OR CONTRACTOR
CLEARFIELD COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>All other terms and conditions remain unchanged. Accounting Info: [REDACTED]</p> <p>Period of Performance: 09/29/2021 to 09/28/2026</p> <p>Change Item 0003 to read as follows (amount shown is the obligated amount):</p>				
0003	<p>Monthly Operating Charge - Period 3 (Months 15 through 60)</p> <p>The monthly operating charge has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED]</p>			[REDACTED]	
	<p>Change Item 0005 to read as follows (amount shown is the obligated amount):</p>				
0005	<p>Occupancy Per Diem Hourly Rate [REDACTED]</p> <p>The rate has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED] Obligated Amount: \$0.00</p>			[REDACTED]	
	<p>Change Item 0008 to read as follows (amount shown is the obligated amount):</p>				
0008	<p>Transportation Services Monthly Fixed Fee [REDACTED] miles/month or [REDACTED] miles/year)</p> <p>The fixed rate has increased: From: [REDACTED] By: [REDACTED] To: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>			[REDACTED]	
	<p>Change Item 0010 to read as follows (amount shown Continued ...</p>				

2. AMENDMENT/MODIFICATION NO. P00012	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) CLEARFIELD COUNTY OF 212 ELOCUST STREET SUITE 112 CLEARFIELD PA 168302448	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR21DIG000012
		10B. DATED (SEE ITEM 13) 09/28/2021
CODE LM6GQG95JLZ6	FACILITY CODE	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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X	D. OTHER (Specify type of modification and authority) Administrative Action

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: LM6GQG95JLZ6
Contracting Officer's Representative (COR): [REDACTED], 267-549-[REDACTED]
Contracting Officer (CO): [REDACTED], 202-924-[REDACTED]
Contract Specialist (CS): [REDACTED], 202-923-[REDACTED]

The purpose of this modification is to incorporate the updated Wage Determination 2015-4249 revision 24.

All other terms and conditions remain unchanged.
Period of Performance: 09/29/2021 to 09/28/2026

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] (print)
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED
(Signature of person authorized to sign)	16C. DATE SIGNED

"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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4249 Revision No.: 24 Date Of Last Revision: 06/30/2023
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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: Pennsylvania

Area: Pennsylvania Counties of Cameron, Clearfield, Clinton, Elk, Jefferson, McKean, Potter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66***
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		26.77
01035 - Court Reporter		19.79
01041 - Customer Service Representative I		13.93***
01042 - Customer Service Representative II		15.20***
01043 - Customer Service Representative III		17.07
01051 - Data Entry Operator I		14.91***
01052 - Data Entry Operator II		16.71
01060 - Dispatcher, Motor Vehicle		22.10
01070 - Document Preparation Clerk		15.76***
01090 - Duplicating Machine Operator		15.76***
01111 - General Clerk I		13.99***
01112 - General Clerk II		15.27***

01113 - General Clerk III	17.15
01120 - Housing Referral Assistant	22.07
01141 - Messenger Courier	13.65***
01191 - Order Clerk I	15.94***
01192 - Order Clerk II	18.67
01261 - Personnel Assistant (Employment) I	16.48
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	20.54
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	16.61
01300 - Scheduler, Maintenance	17.70
01311 - Secretary I	17.70
01312 - Secretary II	19.79
01313 - Secretary III	22.07
01320 - Service Order Dispatcher	19.76
01410 - Supply Technician	26.77
01420 - Survey Worker	18.26
01460 - Switchboard Operator/Receptionist	13.93***
01531 - Travel Clerk I	14.55***
01532 - Travel Clerk II	15.39***
01533 - Travel Clerk III	16.21
01611 - Word Processor I	15.61***
01612 - Word Processor II	17.53
01613 - Word Processor III	19.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.85
05010 - Automotive Electrician	18.31
05040 - Automotive Glass Installer	17.45
05070 - Automotive Worker	17.45
05110 - Mobile Equipment Servicer	15.85***
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.45
05190 - Motor Vehicle Mechanic	19.15
05220 - Motor Vehicle Mechanic Helper	15.23***
05250 - Motor Vehicle Upholstery Worker	16.58
05280 - Motor Vehicle Wrecker	17.45
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	17.45
05370 - Tire Repairer	15.36***
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21***
07041 - Cook I	14.36***
07042 - Cook II	16.08***
07070 - Dishwasher	10.40***
07130 - Food Service Worker	12.09***
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	11.53***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.68
09040 - Furniture Handler	13.88***
09080 - Furniture Refinisher	19.00
09090 - Furniture Refinisher Helper	15.28***
09110 - Furniture Repairer, Minor	17.02
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.78***
11060 - Elevator Operator	13.78***
11090 - Gardener	18.62
11122 - Housekeeping Aide	14.09***
11150 - Janitor	14.09***
11210 - Laborer, Grounds Maintenance	15.39***
11240 - Maid or Houseman	12.27***
11260 - Pruner	14.33***
11270 - Tractor Operator	17.57

11330 - Trail Maintenance Worker	15.39***
11360 - Window Cleaner	15.14***
12000 - Health Occupations	
12010 - Ambulance Driver	15.92***
12011 - Breath Alcohol Technician	20.74
12012 - Certified Occupational Therapist Assistant	27.35
12015 - Certified Physical Therapist Assistant	24.35
12020 - Dental Assistant	18.47
12025 - Dental Hygienist	30.88
12030 - EKG Technician	28.04
12035 - Electroneurodiagnostic Technologist	28.04
12040 - Emergency Medical Technician	15.92***
12071 - Licensed Practical Nurse I	18.54
12072 - Licensed Practical Nurse II	20.74
12073 - Licensed Practical Nurse III	23.12
12100 - Medical Assistant	17.05
12130 - Medical Laboratory Technician	28.24
12160 - Medical Record Clerk	16.94
12190 - Medical Record Technician	19.97
12195 - Medical Transcriptionist	18.54
12210 - Nuclear Medicine Technologist	45.58
12221 - Nursing Assistant I	11.94***
12222 - Nursing Assistant II	13.42***
12223 - Nursing Assistant III	14.65***
12224 - Nursing Assistant IV	16.45
12235 - Optical Dispenser	17.33
12236 - Optical Technician	18.54
12250 - Pharmacy Technician	15.42***
12280 - Phlebotomist	18.40
12305 - Radiologic Technologist	28.78
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II, Specialist	29.83
12314 - Registered Nurse III	36.09
12315 - Registered Nurse III, Anesthetist	36.09
12316 - Registered Nurse IV	43.26
12317 - Scheduler (Drug and Alcohol Testing)	25.70
12320 - Substance Abuse Treatment Counselor	26.48
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	29.81
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	26.32
13047 - Librarian	24.59
13050 - Library Aide/Clerk	11.00***
13054 - Library Information Technology Systems Administrator	20.34
13058 - Library Technician	16.06***
13061 - Media Specialist I	16.02***
13062 - Media Specialist II	17.92
13063 - Media Specialist III	19.99
13071 - Photographer I	14.95***
13072 - Photographer II	18.25
13073 - Photographer III	21.51
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library Clerk	15.49***
13110 - Video Teleconference Technician	16.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.24
14042 - Computer Operator II	21.53
14043 - Computer Operator III	24.00
14044 - Computer Operator IV	26.69

14045 - Computer Operator V		29.54
14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.24
14160 - Personal Computer Support Technician		26.69
14170 - System Support Specialist		30.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		38.87
15030 - Air Crew Training Devices Instructor (Pilot)		46.60
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		46.60
15080 - Graphic Artist		22.29
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.60
15086 - Maintenance Test Pilot, Rotary Wing		46.60
15088 - Non-Maintenance Test/Co-Pilot		46.60
15090 - Technical Instructor		22.59
15095 - Technical Instructor/Course Developer		27.63
15110 - Test Proctor		18.66
15120 - Tutor		18.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		15.53***
16030 - Counter Attendant		15.53***
16040 - Dry Cleaner		17.75
16070 - Finisher, Flatwork, Machine		15.53***
16090 - Presser, Hand		15.53***
16110 - Presser, Machine, Drycleaning		15.53***
16130 - Presser, Machine, Shirts		15.53***
16160 - Presser, Machine, Wearing Apparel, Laundry		15.53***
16190 - Sewing Machine Operator		18.49
16220 - Tailor		19.23
16250 - Washer, Machine		16.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.77
19040 - Tool And Die Maker		24.39
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.88
21030 - Material Coordinator		22.72
21040 - Material Expediter		22.72
21050 - Material Handling Laborer		18.10
21071 - Order Filler		15.28***
21080 - Production Line Worker (Food Processing)		22.88
21110 - Shipping Packer		18.48
21130 - Shipping/Receiving Clerk		18.48
21140 - Store Worker I		16.91
21150 - Stock Clerk		20.92
21210 - Tools And Parts Attendant		22.88
21410 - Warehouse Specialist		22.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.59
23019 - Aircraft Logs and Records Technician		24.61
23021 - Aircraft Mechanic I		28.42
23022 - Aircraft Mechanic II		29.59
23023 - Aircraft Mechanic III		30.74
23040 - Aircraft Mechanic Helper		21.77
23050 - Aircraft, Painter		27.17
23060 - Aircraft Servicer		24.61
23070 - Aircraft Survival Flight Equipment Technician		27.17
23080 - Aircraft Worker		25.90

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.42
23110 - Appliance Mechanic	27.17
23120 - Bicycle Repairer	23.13
23125 - Cable Splicer	45.96
23130 - Carpenter, Maintenance	21.89
23140 - Carpet Layer	23.87
23160 - Electrician, Maintenance	29.26
23181 - Electronics Technician Maintenance I	27.44
23182 - Electronics Technician Maintenance II	28.78
23183 - Electronics Technician Maintenance III	30.11
23260 - Fabric Worker	24.61
23290 - Fire Alarm System Mechanic	28.42
23310 - Fire Extinguisher Repairer	23.13
23311 - Fuel Distribution System Mechanic	32.10
23312 - Fuel Distribution System Operator	26.20
23370 - General Maintenance Worker	19.94
23380 - Ground Support Equipment Mechanic	28.42
23381 - Ground Support Equipment Servicer	24.61
23382 - Ground Support Equipment Worker	25.90
23391 - Gunsmith I	23.13
23392 - Gunsmith II	25.90
23393 - Gunsmith III	28.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.72
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.65
23430 - Heavy Equipment Mechanic	25.12
23440 - Heavy Equipment Operator	22.45
23460 - Instrument Mechanic	28.42
23465 - Laboratory/Shelter Mechanic	27.17
23470 - Laborer	16.26
23510 - Locksmith	27.17
23530 - Machinery Maintenance Mechanic	27.94
23550 - Machinist, Maintenance	22.03
23580 - Maintenance Trades Helper	18.07
23591 - Metrology Technician I	28.42
23592 - Metrology Technician II	29.59
23593 - Metrology Technician III	30.74
23640 - Millwright	28.83
23710 - Office Appliance Repairer	27.17
23760 - Painter, Maintenance	19.35
23790 - Pipefitter, Maintenance	30.58
23810 - Plumber, Maintenance	29.23
23820 - Pneudraulic Systems Mechanic	28.42
23850 - Rigger	28.42
23870 - Scale Mechanic	25.90
23890 - Sheet-Metal Worker, Maintenance	28.42
23910 - Small Engine Mechanic	18.37
23931 - Telecommunications Mechanic I	30.49
23932 - Telecommunications Mechanic II	31.73
23950 - Telephone Lineman	37.94
23960 - Welder, Combination, Maintenance	21.95
23965 - Well Driller	24.48
23970 - Woodcraft Worker	28.42
23980 - Woodworker	23.13
24000 - Personal Needs Occupations	
24550 - Case Manager	18.12
24570 - Child Care Attendant	11.02***
24580 - Child Care Center Clerk	13.74***
24610 - Chore Aide	12.76***
24620 - Family Readiness And Support Services Coordinator	18.12

24630 - Homemaker	18.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.24
25040 - Sewage Plant Operator	24.64
25070 - Stationary Engineer	30.24
25190 - Ventilation Equipment Tender	21.53
25210 - Water Treatment Plant Operator	24.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.15
27007 - Baggage Inspector	14.02***
27008 - Corrections Officer	28.49
27010 - Court Security Officer	28.49
27030 - Detection Dog Handler	15.68***
27040 - Detention Officer	28.49
27070 - Firefighter	28.49
27101 - Guard I	14.02***
27102 - Guard II	15.68***
27131 - Police Officer I	27.87
27132 - Police Officer II	30.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.36***
28042 - Carnival Equipment Repairer	13.13***
28043 - Carnival Worker	10.07***
28210 - Gate Attendant/Gate Tender	16.62
28310 - Lifeguard	12.03***
28350 - Park Attendant (Aide)	18.58
28510 - Recreation Aide/Health Facility Attendant	13.56***
28515 - Recreation Specialist	23.03
28630 - Sports Official	14.79***
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.63
29020 - Hatch Tender	28.63
29030 - Line Handler	28.63
29041 - Stevedore I	27.20
29042 - Stevedore II	30.03
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	19.38
30022 - Archeological Technician II	21.67
30023 - Archeological Technician III	26.86
30030 - Cartographic Technician	26.86
30040 - Civil Engineering Technician	26.50
30051 - Cryogenic Technician I	29.28
30052 - Cryogenic Technician II	32.34
30061 - Drafter/CAD Operator I	19.38
30062 - Drafter/CAD Operator II	21.67
30063 - Drafter/CAD Operator III	24.16
30064 - Drafter/CAD Operator IV	29.74
30081 - Engineering Technician I	16.66
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	25.92
30085 - Engineering Technician V	31.71
30086 - Engineering Technician VI	38.35
30090 - Environmental Technician	26.44
30095 - Evidence Control Specialist	26.44
30210 - Laboratory Technician	25.31
30221 - Latent Fingerprint Technician I	29.28
30222 - Latent Fingerprint Technician II	32.34
30240 - Mathematical Technician	26.86
30361 - Paralegal/Legal Assistant I	20.04
30362 - Paralegal/Legal Assistant II	24.82

30363 - Paralegal/Legal Assistant III	30.37
30364 - Paralegal/Legal Assistant IV	36.74
30375 - Petroleum Supply Specialist	32.34
30390 - Photo-Optics Technician	26.86
30395 - Radiation Control Technician	32.34
30461 - Technical Writer I	24.04
30462 - Technical Writer II	29.40
30463 - Technical Writer III	35.59
30491 - Unexploded Ordnance (UXO) Technician I	27.37
30492 - Unexploded Ordnance (UXO) Technician II	33.11
30493 - Unexploded Ordnance (UXO) Technician III	39.69
30494 - Unexploded (UXO) Safety Escort	27.37
30495 - Unexploded (UXO) Sweep Personnel	27.37
30501 - Weather Forecaster I	29.74
30502 - Weather Forecaster II	36.17
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.16
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	15.81***
31030 - Bus Driver	21.41
31043 - Driver Courier	15.17***
31260 - Parking and Lot Attendant	14.71***
31290 - Shuttle Bus Driver	15.67***
31310 - Taxi Driver	13.74***
31361 - Truckdriver, Light	16.12***
31362 - Truckdriver, Medium	17.18
31363 - Truckdriver, Heavy	23.28
31364 - Truckdriver, Tractor-Trailer	23.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	11.01***
99050 - Desk Clerk	12.17***
99095 - Embalmer	27.76
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	14.78***
99252 - Laboratory Animal Caretaker II	15.75***
99260 - Marketing Analyst	27.58
99310 - Mortician	27.76
99410 - Pest Controller	25.26
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	18.95
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	17.64
99810 - Sales Clerk	13.57***
99820 - School Crossing Guard	16.19***
99830 - Survey Party Chief	24.77
99831 - Surveying Aide	14.74***
99832 - Surveying Technician	22.50
99840 - Vending Machine Attendant	19.88
99841 - Vending Machine Repairer	23.58
99842 - Vending Machine Repairer Helper	19.88

***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 8 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. (See 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))."