

2. AMENDMENT/MODIFICATION NO. P00003	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable) 09/20/2022
---	------------------------------------	----------------------------------	--

6. ISSUED BY CODE 70CDCR DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	7. ADMINISTERED BY (If other than Item 6) CODE ICE/DCR ICE/Detention Compliance & Removals 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) PARAGON PROFESSIONAL SERVICES LLC ATTN [REDACTED] 3301 C STREET SUITE 400 ANCHORAGE AK 995033958	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	10A. MODIFICATION OF CONTRACT/ORDER NO. x 70CDCR22D00000012
	10B. DATED (SEE ITEM 13) 09/29/2022
CODE K8RNMK1CCQW3      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) FAR 52.217-9 Option to Extend the Term of the Contract (MAR 2000)

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: K8RNMK1CCQW3  
COR: [REDACTED]  
Contracting Officer: [REDACTED]  
Contract Specialist: [REDACTED]

The purpose of this modification is to:

1. Exercise Option Period 1 of this contract. With this modification, the period of performance of this contract is extended through 09/29/2024. Funding for services provided by the contractor under Option Period 1 will be provided under a task order to be issued subsequent to the exercise of this option. The task order period of performance will be 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]
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED
_____ (Signature of person authorized to sign)	[REDACTED]

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR22D00000012/P00003

PAGE OF  
2 6

NAME OF OFFEROR OR CONTRACTOR  
PARAGON PROFESSIONAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1001	<p>from 09/30/2023 to 09/29/2024.</p> <p>2. Incorporate two Collective Bargaining Agreements (CBAs):</p> <p>a. Between Paragon Professional Services, LLC and the General Drivers, Warehousemen &amp; Helpers Local Union 745, International Brotherhood of Teamsters (Wage Determination No. 1995-0812, Revision No. 55, revised on 06/30/2023). The CBA is effective on this contract September 30, 2023, through September 28, 2026. See Attachment A for CBA.</p> <p>b. Between Paragon Professional Services, LLC and International Union, Security, Police and Fire Professionals of America (SPFPA) (Wage Determination No. 1995-0812, Revision No. 55, revised on 06/30/2023). The CBA is effective on this contract September 30, 2023, through August 31, 2026. See Attachment B for CBA.</p> <p>3. Incorporate DoL Wage Determination 2015-5229, Revision 21, dated July 12, 2023. The new WD is effective 09/30/2023. IAW FAR 52.222-43, the contractor shall notify the CO of any increase claimed under this clause within 30 days after receipt of this modification.</p> <p>4. The total value of this IDIQ remains unchanged at [REDACTED].</p> <p>All other terms and conditions of this contract remain unchanged.</p> <p>Period of Performance: 09/30/2022 to 09/29/2027</p> <p>Change Item 1001 to read as follows (amount shown is the obligated amount):</p> <p>OPT YEAR 1: FACILITY OPERATING COST</p> <p>The contractor shall provide detention management services for the capacity of the facility IAW the PWS. The food management services portion of the FOC is covered for up to [REDACTED] detainees</p> <p>The monthly cost is \$ [REDACTED].</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p>				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR22D00000012/P00003

PAGE OF  
3 6

NAME OF OFFEROR OR CONTRACTOR  
PARAGON PROFESSIONAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1002	Change Item 1002 to read as follows (amount shown is the obligated amount):  OPT YEAR 1: FOOD COST Meals in excess of [REDACTED] detainees per day at the price of [REDACTED] /MEAL/[REDACTED] /DAY Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD				
1003	Change Item 1003 to read as follows (amount shown is the obligated amount):  OPT YEAR 1: TRANSPORTATION SERVICES The contractor shall perform transportation services in accordance with the PWS. (Not Separately Priced) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		LO		0.00
1003A	Change Item 1003A to read as follows (amount shown is the obligated amount):  OPT YEAR 1: TRANSPORTATION LABOR All transportation related Labor in accordance with the PWS.  Monthly Rate: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD			[REDACTED]	
1003B	Change Item 1003B to read as follows (amount shown is the obligated amount):  OPT YEAR 1: TRANSPORTATION SERVICE ALL REGULAR ROUTES & NO ON-DEMAND Rate: [REDACTED] per mile, estimated [REDACTED] miles per month. Not to exceed [REDACTED] miles per year. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD			[REDACTED]	
	Change Item 1004 to read as follows (amount shown Continued ...				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR22D00000012/P00003

PAGE OF  
4 6

NAME OF OFFEROR OR CONTRACTOR  
PARAGON PROFESSIONAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	is the obligated amount):				
1004	OPT YEAR 1: OTHER DIRECT COSTS The contractor shall be reimbursed for Non-Citizen Work program, COVID/PPE Expenses Sack and frozen meals, and kitchen paper goods. (Not Separately Priced) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		LO		0.00
	Change Item 1004A to read as follows (amount shown is the obligated amount):				
1004A	OPT YEAR 1: NONCITIZEN WORK PROGRAM Obligated Amount: \$0.00				
	Change Item 1004B to read as follows (amount shown is the obligated amount):				
1004B	OPT YEAR 1: COVID/PPE EXPENSES The contractor shall be reimbursed in accordance with actual expenditure. Obligated Amount: \$0.00				
	Change Item 1004C to read as follows (amount shown is the obligated amount):				
1004C	OPT YEAR 1: SACK LUNCHES EPC The contractor shall be reimbursed per lunch. Estimated [redacted] sack lunches per month, for a total not to exceed [redacted] a year. Obligated Amount: \$0.00				
	Change Item 1004D to read as follows (amount shown is the obligated amount):				
1004D	OPT YEAR 1: FROZEN MEALS ABQ The contractor shall be reimbursed per lunch. Unit price: [redacted] meal. Estimated to be delivered is [redacted] meals/month. Total not to exceed [redacted] /year. Obligated Amount: \$0.00				
	Change Item 1004E to read as follows (amount shown Continued ...				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR22D00000012/P00003

PAGE OF  
5 6

NAME OF OFFEROR OR CONTRACTOR  
PARAGON PROFESSIONAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	is the obligated amount):				
1004E	OPT YEAR 1: FROZEN MEALS ROSWELL  The contractor shall be reimbursed per lunch. Unit price: [REDACTED]/meal. Estimated to be delivered is [REDACTED] meals/month. Total not to exceed [REDACTED]/year. Obligated Amount: \$0.00  Change Item 1004F to read as follows (amount shown is the obligated amount):				
1004F	OPT YEAR 1: FROZEN MEALS PECOS  The contractor shall be reimbursed per lunch. Unit price: [REDACTED]/meal. Estimated to be delivered is [REDACTED] meals/month. Total not to exceed [REDACTED]/year. Obligated Amount: \$0.00  Change Item 1004G to read as follows (amount shown is the obligated amount):				
1004G	OPT YEAR 1: FROZEN MEALS MIDLAND  The contractor shall be reimbursed per lunch. Unit price: [REDACTED]/meal. Estimated to be delivered is [REDACTED] meals/month. Total not to exceed [REDACTED]/year. Obligated Amount: \$0.00  Change Item 1004H to read as follows (amount shown is the obligated amount):				
1004H	OPT YEAR 1: FROZEN MEALS CRUCES  The contractor shall be reimbursed per lunch. Unit price: [REDACTED]/meal. Estimated to be delivered is [REDACTED] meals/month. Total not to exceed [REDACTED]/year. Obligated Amount: \$0.00  Change Item 1004I to read as follows (amount shown is the obligated amount):  Continued ...				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR22D00000012/P00003

PAGE OF  
6 6

NAME OF OFFEROR OR CONTRACTOR  
PARAGON PROFESSIONAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1004I	<p>OPT YEAR 1: KITCHEN PAPER PLATES, CUPS, FLATWARE The contractor shall seek reimbursement in accordance with actual expenditure. Obligated Amount: \$0.00</p> <p>Change Item 1005 to read as follows (amount shown is the obligated amount):</p>				
1005	<p>OPT YEAR 1: LODGING &amp; MI&amp;E</p> <p>Cost Reimbursable Not To Exceed [REDACTED] per year for Transportation Expenses related to overnight route runs. 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 agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				

2. AMENDMENT/MODIFICATION NO. P00004	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable) 09/20/2022
---	------------------------------------	----------------------------------	--

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
---	----------------	--	-----------------

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) PARAGON PROFESSIONAL SERVICES LLC ATTN [REDACTED] 3301 C STREET SUITE 400 ANCHORAGE AK 995033958	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR22D00000012
		10B. DATED (SEE ITEM 13) 09/29/2022

**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) FAR 52.243-1 Changes-Fixed Price (Aug 1987)

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: K8RNMK1CCQW3  
COR: [REDACTED]  
Contracting Officer: [REDACTED]  
Contract Specialist: [REDACTED]

The purpose of this modification is to:

- Incorporate virtual attorney visitation (VAV) and transgender care guidance requirements in PWS Attachment 1-2 and incorporate the proposal to install 4 VAV booths to meet the attachments. As a result, the following CLIN is affected:

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)	
	15C. DATE SIGNED 9/28/2023

NAME OF OFFEROR OR CONTRACTOR  
PARAGON PROFESSIONAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1006	<p>a. Add CLIN 1006 for the purchase and installation of 4 booths in the amount of [REDACTED]. Funding will be on the task order. Delivery will be 90 days from full execution of this contract modification.</p> <p>b. After Option Year (OY) 1, there will be annual costs for the required reoccurring services for the VAV booths. The annual costs include the annual Socrates System Site License, annual VAV Feature Site License, annual tablet rental fees, annual router license, annual access point license, and data allowance (1200 GP per month). The total price for each year for OYs 2 through 4 is [REDACTED].</p> <p>The monthly facility operating costs will increase by [REDACTED] annually or [REDACTED] monthly.</p> <p>The new monthly facility operating costs for OYs 2 to 4 is as follows:</p> <p>OY2 - CLIN 2001 Current: [REDACTED] New: [REDACTED]</p> <p>OY3 - CLIN 3001 Current: [REDACTED] New: [REDACTED]</p> <p>OY4 - CLIN 4001 Current: [REDACTED] New: [REDACTED]</p> <p>2. The total value of this IDIQ has increased:</p> <p>From: \$ [REDACTED] By: [REDACTED] To: \$ [REDACTED]</p> <p>All other terms and conditions of this contract remain unchanged.</p> <p>Period of Performance: 09/30/2022 to 09/29/2027</p> <p>Add Item 1006 as follows:</p> <p>Purchase and Installation of 4 VAV/Soundproof phone booths. Continued ...</p>				[REDACTED]



NAME OF OFFEROR OR CONTRACTOR  
PARAGON PROFESSIONAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>One-time cost of [REDACTED] for purchase and installation of booths in accordance with the accepted final proposal. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
2001	<p>Change Item 2001 to read as follows (amount shown is the obligated amount): OPT YEAR 2: FACILITY OPERATING COST</p> <p>The contractor shall provide detention management services for the capacity of the facility IAW the PWS. The food management services portion of the FOC is covered for up to [REDACTED] detainees.</p> <p>The monthly cost is [REDACTED] (updated P00004 to incorporate annual VAV costs) Amount: [REDACTED] (Option Line Item) 08/29/2024 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				0.00
3001	<p>Change Item 3001 to read as follows (amount shown is the obligated amount): OPT YEAR 3: FACILITY OPERATING COST</p> <p>The contractor shall provide detention management services for the capacity of the facility IAW the PWS. The food management services portion of the FOC is covered for up to [REDACTED] detainees.</p> <p>The monthly cost is [REDACTED] (updated P00004 to incorporate annual VAV costs) Amount: [REDACTED] (Option Line Item) 08/29/2025 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				0.00
4001	<p>Change Item 4001 to read as follows (amount shown is the obligated amount): OPT YEAR 4: FACILITY OPERATING COST</p> <p>The contractor shall provide detention management services for the capacity of the facility IAW the Continued ...</p>				0.00

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
70CDCR22D00000012/P00004

PAGE OF  
4 4

NAME OF OFFEROR OR CONTRACTOR  
PARAGON PROFESSIONAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>PWS. The food management services portion of the FOC is covered for up to [REDACTED] detainees</p> <p>The monthly cost is [REDACTED] (updated P00004 to incorporate annual VAV costs) Amount: [REDACTED] (Option Line Item) 08/29/2026</p> <p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				

"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

Wage Determination No.: 2015-5229  
 Daniel W. Simms Division of | Revision No.: 21  
 Director Wage Determinations | Date Of Last Revision: 07/12/2023

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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of El Paso, Hudspeth

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.42***	
01012 - Accounting Clerk II	17.33	
01013 - Accounting Clerk III	19.37	
01020 - Administrative Assistant	25.82	
01035 - Court Reporter	20.90	

01041 - Customer Service Representative I	13.50***
01042 - Customer Service Representative II	14.73***
01043 - Customer Service Representative III	16.54
01051 - Data Entry Operator I	12.74***
01052 - Data Entry Operator II	14.06***
01060 - Dispatcher, Motor Vehicle	17.57
01070 - Document Preparation Clerk	14.06***
01090 - Duplicating Machine Operator	14.06***
01111 - General Clerk I	14.06***
01112 - General Clerk II	15.34***
01113 - General Clerk III	17.23
01120 - Housing Referral Assistant	19.49
01141 - Messenger Courier	12.90***
01191 - Order Clerk I	12.82***
01192 - Order Clerk II	13.99***
01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	18.86
01290 - Rental Clerk	13.95***
01300 - Scheduler, Maintenance	15.63***
01311 - Secretary I	15.63***
01312 - Secretary II	17.48
01313 - Secretary III	19.49
01320 - Service Order Dispatcher	15.71***
01410 - Supply Technician	25.82
01420 - Survey Worker	17.39
01460 - Switchboard Operator/Receptionist	12.51***
01531 - Travel Clerk I	13.97***
01532 - Travel Clerk II	15.34***
01533 - Travel Clerk III	16.39
01611 - Word Processor I	15.33***
01612 - Word Processor II	17.21
01613 - Word Processor III	19.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.34
05010 - Automotive Electrician	16.40
05040 - Automotive Glass Installer	15.22***
05070 - Automotive Worker	15.22***
05110 - Mobile Equipment Servicer	12.76***
05130 - Motor Equipment Metal Mechanic	17.68
05160 - Motor Equipment Metal Worker	15.22***
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	11.47***
05250 - Motor Vehicle Upholstery Worker	13.99***
05280 - Motor Vehicle Wrecker	15.22***
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.22***
05370 - Tire Repairer	13.39***
05400 - Transmission Repair Specialist	17.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.37***
07041 - Cook I	12.40***
07042 - Cook II	14.81***

07070 - Dishwasher	10.40***
07130 - Food Service Worker	10.50***
07210 - Meat Cutter	12.17***
07260 - Waiter/Waitress	9.34***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	10.65***
09080 - Furniture Refinisher	19.03
09090 - Furniture Refinisher Helper	13.38***
09110 - Furniture Repairer, Minor	15.92***
09130 - Upholsterer	19.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.26***
11060 - Elevator Operator	11.26***
11090 - Gardener	17.82
11122 - Housekeeping Aide	11.74***
11150 - Janitor	11.74***
11210 - Laborer, Grounds Maintenance	12.57***
11240 - Maid or Houseman	10.83***
11260 - Pruner	11.17***
11270 - Tractor Operator	16.05***
11330 - Trail Maintenance Worker	12.57***
11360 - Window Cleaner	12.30***
12000 - Health Occupations	
12010 - Ambulance Driver	14.64***
12011 - Breath Alcohol Technician	21.06
12012 - Certified Occupational Therapist Assistant	29.67
12015 - Certified Physical Therapist Assistant	31.36
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	35.22
12030 - EKG Technician	32.41
12035 - Electroneurodiagnostic Technologist	32.41
12040 - Emergency Medical Technician	14.64***
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.47
12100 - Medical Assistant	14.89***
12130 - Medical Laboratory Technician	22.19
12160 - Medical Record Clerk	16.52
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine Technologist	44.91
12221 - Nursing Assistant I	11.76***
12222 - Nursing Assistant II	13.22***
12223 - Nursing Assistant III	14.42***
12224 - Nursing Assistant IV	16.20
12235 - Optical Dispenser	15.40***
12236 - Optical Technician	16.48
12250 - Pharmacy Technician	16.97
12280 - Phlebotomist	15.10***
12305 - Radiologic Technologist	30.78
12311 - Registered Nurse I	25.09
12312 - Registered Nurse II	30.69
12313 - Registered Nurse II, Specialist	30.69

12314 - Registered Nurse III		37.12
12315 - Registered Nurse III, Anesthetist		37.12
12316 - Registered Nurse IV		44.51
12317 - Scheduler (Drug and Alcohol Testing)		26.09
12320 - Substance Abuse Treatment Counselor		23.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.93
13012 - Exhibits Specialist II		30.88
13013 - Exhibits Specialist III		37.78
13041 - Illustrator I		24.93
13042 - Illustrator II		30.88
13043 - Illustrator III		37.78
13047 - Librarian		34.20
13050 - Library Aide/Clerk		12.85***
13054 - Library Information Technology Systems Administrator		30.88
13058 - Library Technician		17.24
13061 - Media Specialist I		22.28
13062 - Media Specialist II		24.93
13063 - Media Specialist III		27.79
13071 - Photographer I		14.22***
13072 - Photographer II		17.86
13073 - Photographer III		22.12
13074 - Photographer IV		26.90
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		16.14***
13110 - Video Teleconference Technician		19.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.27
14042 - Computer Operator II		19.32
14043 - Computer Operator III		21.53
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.48
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		17.27
14160 - Personal Computer Support Technician		23.96
14170 - System Support Specialist		26.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.81
15020 - Aircrew Training Devices Instructor (Rated)		36.07
15030 - Air Crew Training Devices Instructor (Pilot)		43.24
15050 - Computer Based Training Specialist / Instructor		29.81
15060 - Educational Technologist		36.37
15070 - Flight Instructor (Pilot)		43.24
15080 - Graphic Artist		19.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.24
15086 - Maintenance Test Pilot, Rotary Wing		43.24
15088 - Non-Maintenance Test/Co-Pilot		43.24

15090 - Technical Instructor	19.87	
15095 - Technical Instructor/Course Developer		24.30
15110 - Test Proctor	16.04***	
15120 - Tutor	16.04***	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.00***	
16030 - Counter Attendant	10.00***	
16040 - Dry Cleaner	11.70***	
16070 - Finisher, Flatwork, Machine	10.00***	
16090 - Presser, Hand	10.00***	
16110 - Presser, Machine, Drycleaning	10.00***	
16130 - Presser, Machine, Shirts	10.00***	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00***
16190 - Sewing Machine Operator	12.38***	
16220 - Tailor	13.07***	
16250 - Washer, Machine	10.44***	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.62
19040 - Tool And Die Maker	26.66	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	14.76***	
21030 - Material Coordinator	18.86	
21040 - Material Expediter	18.86	
21050 - Material Handling Laborer	13.76***	
21071 - Order Filler	14.45***	
21080 - Production Line Worker (Food Processing)		14.76***
21110 - Shipping Packer	14.44***	
21130 - Shipping/Receiving Clerk	14.44***	
21140 - Store Worker I	12.50***	
21150 - Stock Clerk	15.35***	
21210 - Tools And Parts Attendant	14.76***	
21410 - Warehouse Specialist	14.76***	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	39.37	
23019 - Aircraft Logs and Records Technician		29.09
23021 - Aircraft Mechanic I	36.79	
23022 - Aircraft Mechanic II	39.37	
23023 - Aircraft Mechanic III	41.90	
23040 - Aircraft Mechanic Helper	23.87	
23050 - Aircraft, Painter	33.08	
23060 - Aircraft Servicer	29.09	
23070 - Aircraft Survival Flight Equipment Technician		33.08
23080 - Aircraft Worker	31.67	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		31.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		36.79
23110 - Appliance Mechanic	21.80	
23120 - Bicycle Repairer	16.80	
23125 - Cable Splicer	30.33	
23130 - Carpenter, Maintenance	16.96	
23140 - Carpet Layer	20.05	
23160 - Electrician, Maintenance	22.31	
23181 - Electronics Technician Maintenance I		25.46

23182 - Electronics Technician Maintenance II	27.44
23183 - Electronics Technician Maintenance III	29.58
23260 - Fabric Worker	18.42
23290 - Fire Alarm System Mechanic	25.56
23310 - Fire Extinguisher Repairer	16.80
23311 - Fuel Distribution System Mechanic	20.98
23312 - Fuel Distribution System Operator	15.20***
23370 - General Maintenance Worker	15.76***
23380 - Ground Support Equipment Mechanic	36.79
23381 - Ground Support Equipment Servicer	29.09
23382 - Ground Support Equipment Worker	31.67
23391 - Gunsmith I	16.80
23392 - Gunsmith II	20.05
23393 - Gunsmith III	23.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.68
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.21
23430 - Heavy Equipment Mechanic	23.40
23440 - Heavy Equipment Operator	18.44
23460 - Instrument Mechanic	23.29
23465 - Laboratory/Shelter Mechanic	21.61
23470 - Laborer	13.76***
23510 - Locksmith	19.79
23530 - Machinery Maintenance Mechanic	21.72
23550 - Machinist, Maintenance	19.21
23580 - Maintenance Trades Helper	14.03***
23591 - Metrology Technician I	23.29
23592 - Metrology Technician II	24.93
23593 - Metrology Technician III	26.53
23640 - Millwright	23.00
23710 - Office Appliance Repairer	15.85***
23760 - Painter, Maintenance	15.27***
23790 - Pipefitter, Maintenance	23.46
23810 - Plumber, Maintenance	22.03
23820 - Pneudraulic Systems Mechanic	23.29
23850 - Rigger	23.29
23870 - Scale Mechanic	20.05
23890 - Sheet-Metal Worker, Maintenance	21.33
23910 - Small Engine Mechanic	18.36
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.82
23950 - Telephone Lineman	31.37
23960 - Welder, Combination, Maintenance	18.95
23965 - Well Driller	23.29
23970 - Woodcraft Worker	23.29
23980 - Woodworker	16.80
24000 - Personal Needs Occupations	
24550 - Case Manager	16.47
24570 - Child Care Attendant	9.89***
24580 - Child Care Center Clerk	12.33***
24610 - Chore Aide	9.78***
24620 - Family Readiness And Support Services Coordinator	16.47



24630 - Homemaker	16.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.12
25040 - Sewage Plant Operator	17.67
25070 - Stationary Engineer	22.12
25190 - Ventilation Equipment Tender	14.35***
25210 - Water Treatment Plant Operator	17.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.42
27007 - Baggage Inspector	12.75***
27008 - Corrections Officer	22.93
27010 - Court Security Officer	25.02
27030 - Detection Dog Handler	14.84***
27040 - Detention Officer	22.93
27070 - Firefighter	26.18
27101 - Guard I	12.75***
27102 - Guard II	14.84***
27131 - Police Officer I	28.50
27132 - Police Officer II	31.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.22***
28042 - Carnival Equipment Repairer	15.81***
28043 - Carnival Worker	9.92***
28210 - Gate Attendant/Gate Tender	14.12***
28310 - Lifeguard	11.90***
28350 - Park Attendant (Aide)	15.79***
28510 - Recreation Aide/Health Facility Attendant	11.52***
28515 - Recreation Specialist	19.56
28630 - Sports Official	12.57***
28690 - Swimming Pool Operator	18.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.31
29020 - Hatch Tender	25.31
29030 - Line Handler	25.31
29041 - Stevedore I	23.60
29042 - Stevedore II	27.80
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	18.13
30022 - Archeological Technician II	20.27
30023 - Archeological Technician III	25.11
30030 - Cartographic Technician	25.12
30040 - Civil Engineering Technician	21.74
30051 - Cryogenic Technician I	26.39
30052 - Cryogenic Technician II	29.14
30061 - Drafter/CAD Operator I	17.20
30062 - Drafter/CAD Operator II	19.23
30063 - Drafter/CAD Operator III	21.44
30064 - Drafter/CAD Operator IV	26.39
30081 - Engineering Technician I	16.32
30082 - Engineering Technician II	18.32
30083 - Engineering Technician III	20.49

30084 - Engineering Technician IV	25.39	
30085 - Engineering Technician V	31.06	
30086 - Engineering Technician VI	37.57	
30090 - Environmental Technician	20.89	
30095 - Evidence Control Specialist	23.83	
30210 - Laboratory Technician	24.11	
30221 - Latent Fingerprint Technician I	25.17	
30222 - Latent Fingerprint Technician II	27.80	
30240 - Mathematical Technician	27.39	
30361 - Paralegal/Legal Assistant I	20.39	
30362 - Paralegal/Legal Assistant II	25.27	
30363 - Paralegal/Legal Assistant III	30.91	
30364 - Paralegal/Legal Assistant IV	37.40	
30375 - Petroleum Supply Specialist	29.14	
30390 - Photo-Optics Technician	23.83	
30395 - Radiation Control Technician	29.14	
30461 - Technical Writer I	26.68	
30462 - Technical Writer II	32.65	
30463 - Technical Writer III	39.49	
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	26.39	
30502 - Weather Forecaster II	32.10	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	21.44
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	23.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	33.11	
31020 - Bus Aide	10.18***	
31030 - Bus Driver	15.82***	
31043 - Driver Courier	13.86***	
31260 - Parking and Lot Attendant	10.98***	
31290 - Shuttle Bus Driver	13.62***	
31310 - Taxi Driver	13.38***	
31361 - Truckdriver, Light	15.41***	
31362 - Truckdriver, Medium	16.90	
31363 - Truckdriver, Heavy	21.63	
31364 - Truckdriver, Tractor-Trailer	21.63	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	16.14***	
99030 - Cashier	10.80***	
99050 - Desk Clerk	10.93***	
99095 - Embalmer	27.37	
99130 - Flight Follower	27.37	
99251 - Laboratory Animal Caretaker I	14.19***	
99252 - Laboratory Animal Caretaker II	15.75***	
99260 - Marketing Analyst	32.61	
99310 - Mortician	27.37	
99410 - Pest Controller	16.73	
99510 - Photofinishing Worker	14.38***	
99710 - Recycling Laborer	17.96	

99711 - Recycling Specialist	22.51
99730 - Refuse Collector	16.71
99810 - Sales Clerk	12.03***
99820 - School Crossing Guard	10.08***
99830 - Survey Party Chief	23.77
99831 - Surveying Aide	16.46
99832 - Surveying Technician	19.44
99840 - Vending Machine Attendant	14.85***
99841 - Vending Machine Repairer	19.69
99842 - Vending Machine Repairer Helper	14.85***

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

---

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

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

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

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

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the

performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

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

notifies the contracting officer that additional time will be required to process the request.

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

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

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

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