

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES	
				15	
2. AMENDMENT/MODIFICATION NO.		3. EFFECTIVE DATE		4. REQUISITION/PURCHASE REQ. NO.	
P00005		See Block 16C			
6. ISSUED BY		CODE		7. ADMINISTERED BY (If other than Item 6)	
		70CDCR		CODE ICE/DCR	
DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024				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)		(X)		9A. AMENDMENT OF SOLICITATION NO.	
AKIMA GLOBAL SERVICES LLC 13873 PARK CENTER RD STE SUITE 400N HERNDON VA 20171					
				9B. DATED (SEE ITEM 11)	
				10A. MODIFICATION OF CONTRACT/ORDER NO.	
		X		70CDCR23D00000004	
				10B. DATED (SEE ITEM 13)	
CODE LUDNH5K4XQU9		FACILITY CODE		06/29/2023	
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS					
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers <input type="checkbox"/> is extended, <input type="checkbox"/> 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 FAR 52.217-9, Option to Extend the Term of the Contract					
E. IMPORTANT: Contractor <input checked="" type="checkbox"/> is not <input type="checkbox"/> 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: LUDNH5K4XQU9					
Contracting Officer (CO):					
Contract Specialist (CS):					
CO Representative:					
Contractor POC: or					
Beverlee.					
The purpose of this modification is to:					
1. Exercise Option Period II for CLINS 2001 - 2008 (PoP: 07/01/2025 - 06/30/2026).					
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)			
15B. CONTRACTOR/OFFEROR		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA	
(Signature of person authorized to sign)				Digitally signed by	
Previous edition unusable				Date: 2025.05.08 10:29:44 -05'00'	
				Prescribed by GSA FAR (48 CFR) 53.243	

NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPLIES/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. Accordingly, in accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination(s) No. 2015-5707, dated December 23, 2024, Revision 25 is hereby attached and incorporated with an effective date of 7/1/2025. The following payroll data must be submitted to support any request for a price adjustment:</p> <p>A. Employee Name and WD Job Classification Title/Number</p> <p>B. Actual hours paid and/or worked</p> <p>C. Actual hourly wage and wage rates used in previous performance period</p> <p>D. Actual H&W wages and rates used in previous performance period</p> <p>E. How was H&W paid? (i.e., cash to employees or paid to third party)</p> <p>F. Applicable workers compensation rate (if H&W was paid in cash to employee)</p> <p>G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax Allowance (SUTA)</p> <p>The Contractor shall notify the Contracting Officer of any price increase claimed under clause 52.222-43 within 30 calendar days of receiving a copy of the completed modification incorporating the new wage determination.</p> <p>3. All other terms and conditions remain unchanged.</p> <p>Period of Performance: 07/01/2025 to 06/30/2026</p> <p>Change Item 2001 to read as follows (amount shown is the total amount):</p>				
2001	<p>ARMED GUARDS AGUADILLA [Option Period 2]</p> <p>\$ [REDACTED] Per Month x 12 Months</p> <p>Ceiling: \$ [REDACTED]</p> <p>CLIN Ceiling Increased:</p> <p>From: \$ [REDACTED]</p> <p>By: \$ [REDACTED]</p> <p>To: \$ [REDACTED]</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Continued ...</p>				[REDACTED]

OPTIONAL FORM 336 (4-86)
Sponsored by GSA
FAR (48 CFR) 53.110

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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4 5NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	By: \$ [REDACTED] To: \$ [REDACTED] Amount: \$ [REDACTED] (Option Line Item) Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 2005 to read as follows (amount shown is the total amount): 2005 OTHER DIRECT COSTS [Option Period 2] [REDACTED] Ceiling: \$ [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 2006 to read as follows (amount shown is the total amount): 2006 TEMPORARY HOUSING SERVICES [Option Period 2] [REDACTED] Rate: \$ [REDACTED] per day Ceiling: \$ [REDACTED] CLIN Ceiling Increased: From: \$ [REDACTED] By: \$ [REDACTED] To: \$ [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 2007 to read as follows (amount shown is the total amount): 2007 TRANSPORTATION GUARD SERVICES [Option Period 2] [REDACTED] Rate: \$ [REDACTED] per hour 5,000 Hours Ceiling: \$ [REDACTED] CLIN Ceiling Increased: From: \$ [REDACTED] By: \$ [REDACTED] To: \$ [REDACTED] Obligated Amount: \$0.00 Continued ...				

NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
2008	Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 2008 to read as follows (amount shown is the total amount): TRANSPORTATION MILES Rate: \$ per mile 20,000 Miles Ceiling: \$ Obligated Amount: \$0.00 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.				

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5707 Revision No.: 25 Date Of Last Revision: 12/23/2024

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.

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 \$17.75 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 2025.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Order is available at www.dol.gov/whd/govcontracts.

State: Puerto Rico

Area: Puerto Rico Municipios de Aguas Buenas, Aibonito, Barceloneta, Barranquitas, Bayamon, Caguas, Canovanas, Carolina, Catano, Cayey, Ceiba, Ciales, Cidra, Comerio, Corozal, Dorado, Fajardo, Florida, Guaynabo, Gurabo, Humacao, Juncos, Las Piedras, Loiza, Luquillo, Manati, Maunabo, Morovis, Naguabo, Naranjito, Orocovi, Rio Grande, San Juan, San Lorenzo, Toa Alta, Toa Baja, Trujillo Alto, Vega Alta, Vega Baja, Yabucoa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.67***
01012 - Accounting Clerk II		14.22***
01013 - Accounting Clerk III		15.90***
01020 - Administrative Assistant		17.52***
01035 - Court Reporter		14.53***
01041 - Customer Service Representative I		11.40***
01042 - Customer Service Representative II		12.44***
01043 - Customer Service Representative III		13.96***
01051 - Data Entry Operator I		10.38***

01052 - Data Entry Operator II	11.33***
01060 - Dispatcher, Motor Vehicle	10.80***
01070 - Document Preparation Clerk	11.94***
01090 - Duplicating Machine Operator	11.94***
01111 - General Clerk I	10.92***
01112 - General Clerk II	11.92***
01113 - General Clerk III	13.37***
01120 - Housing Referral Assistant	14.05***
01141 - Messenger Courier	10.34***
01191 - Order Clerk I	11.30***
01192 - Order Clerk II	12.33***
01261 - Personnel Assistant (Employment) I	13.14***
01262 - Personnel Assistant (Employment) II	14.69***
01263 - Personnel Assistant (Employment) III	16.38***
01270 - Production Control Clerk	15.17***
01290 - Rental Clerk	10.46***
01300 - Scheduler, Maintenance	11.26***
01311 - Secretary I	11.26***
01312 - Secretary II	12.59***
01313 - Secretary III	14.05***
01320 - Service Order Dispatcher	10.23***
01410 - Supply Technician	17.52***
01420 - Survey Worker	11.38***
01460 - Switchboard Operator/Receptionist	10.03***
01531 - Travel Clerk I	13.26***
01532 - Travel Clerk II	14.61***
01533 - Travel Clerk III	16.10***
01611 - Word Processor I	15.25***
01612 - Word Processor II	17.13***
01613 - Word Processor III	19.15
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.01***
05010 - Automotive Electrician	12.45***
05040 - Automotive Glass Installer	11.87***
05070 - Automotive Worker	11.87***
05110 - Mobile Equipment Servicer	10.74***
05130 - Motor Equipment Metal Mechanic	13.01***
05160 - Motor Equipment Metal Worker	11.87***
05190 - Motor Vehicle Mechanic	13.01***
05220 - Motor Vehicle Mechanic Helper	10.14***
05250 - Motor Vehicle Upholstery Worker	11.63***
05280 - Motor Vehicle Wrecker	11.87***
05310 - Painter, Automotive	13.70***
05340 - Radiator Repair Specialist	11.87***
05370 - Tire Repairer	9.99***
05400 - Transmission Repair Specialist	13.01***
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.96***
07041 - Cook I	12.26***
07042 - Cook II	13.60***
07070 - Dishwasher	9.74***
07130 - Food Service Worker	9.84***
07210 - Meat Cutter	10.07***
07260 - Waiter/Waitress	9.98***

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45***
09040 - Furniture Handler	8.60***
09080 - Furniture Refinisher	12.45***
09090 - Furniture Refinisher Helper	10.14***
09110 - Furniture Repairer, Minor	11.67***
09130 - Upholsterer	12.45***
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62***
11060 - Elevator Operator	9.38***
11090 - Gardener	12.50***
11122 - Housekeeping Aide	9.38***
11150 - Janitor	9.38***
11210 - Laborer, Grounds Maintenance	9.72***
11240 - Maid or Houseman	10.01***
11260 - Pruner	9.75***
11270 - Tractor Operator	11.59***
11330 - Trail Maintenance Worker	9.72***
11360 - Window Cleaner	10.38***
12000 - Health Occupations	
12010 - Ambulance Driver	12.02***
12011 - Breath Alcohol Technician	12.98***
12012 - Certified Occupational Therapist Assistant	17.80
12015 - Certified Physical Therapist Assistant	12.33***
12020 - Dental Assistant	10.93***
12025 - Dental Hygienist	28.52
12030 - EKG Technician	14.80***
12035 - Electroneurodiagnostic Technologist	14.80***
12040 - Emergency Medical Technician	12.02***
12071 - Licensed Practical Nurse I	11.60***
12072 - Licensed Practical Nurse II	12.98***
12073 - Licensed Practical Nurse III	14.47***
12100 - Medical Assistant	12.54***
12130 - Medical Laboratory Technician	18.65
12160 - Medical Record Clerk	10.61***
12190 - Medical Record Technician	14.10***
12195 - Medical Transcriptionist	14.36***
12210 - Nuclear Medicine Technologist	21.15
12221 - Nursing Assistant I	10.42***
12222 - Nursing Assistant II	11.73***
12223 - Nursing Assistant III	12.78***
12224 - Nursing Assistant IV	14.36***
12235 - Optical Dispenser	12.00***
12236 - Optical Technician	11.03***
12250 - Pharmacy Technician	13.41***
12280 - Phlebotomist	11.90***
12305 - Radiologic Technologist	14.69***
12311 - Registered Nurse I	17.97
12312 - Registered Nurse II	21.98
12313 - Registered Nurse II, Specialist	21.98
12314 - Registered Nurse III	26.59
12315 - Registered Nurse III, Anesthetist	26.59
12316 - Registered Nurse IV	31.87
12317 - Scheduler (Drug and Alcohol Testing)	16.08***

12320 - Substance Abuse Treatment Counselor		12.40***
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		13.02***
13012 - Exhibits Specialist II		16.13***
13013 - Exhibits Specialist III		19.73
13041 - Illustrator I		16.02***
13042 - Illustrator II		19.84
13043 - Illustrator III		24.27
13047 - Librarian		17.86
13050 - Library Aide/Clerk		9.80***
13054 - Library Information Technology Systems Administrator		16.13***
13058 - Library Technician		13.66***
13061 - Media Specialist I		11.64***
13062 - Media Specialist II		13.02***
13063 - Media Specialist III		14.52***
13071 - Photographer I		17.01***
13072 - Photographer II		19.03
13073 - Photographer III		23.57
13074 - Photographer IV		28.84
13075 - Photographer V		34.89
13090 - Technical Order Library Clerk		12.30***
13110 - Video Teleconference Technician		14.43***
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66***
14042 - Computer Operator II		16.40***
14043 - Computer Operator III		18.58
14044 - Computer Operator IV		21.96
14045 - Computer Operator V		24.31
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.25
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.66***
14160 - Personal Computer Support Technician		21.96
14170 - System Support Specialist		23.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.25
15020 - Aircrew Training Devices Instructor (Rated)		32.97
15030 - Air Crew Training Devices Instructor (Pilot)		39.51
15050 - Computer Based Training Specialist / Instructor		27.25
15060 - Educational Technologist		22.64
15070 - Flight Instructor (Pilot)		39.51
15080 - Graphic Artist		16.96***
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.51
15086 - Maintenance Test Pilot, Rotary Wing		39.51
15088 - Non-Maintenance Test/Co-Pilot		39.51
15090 - Technical Instructor		15.48***
15095 - Technical Instructor/Course Developer		19.17
15110 - Test Proctor		12.50***
15120 - Tutor		12.50***

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.42***
16030 - Counter Attendant	11.42***
16040 - Dry Cleaner	12.65***
16070 - Finisher, Flatwork, Machine	11.42***
16090 - Presser, Hand	11.42***
16110 - Presser, Machine, Drycleaning	11.42***
16130 - Presser, Machine, Shirts	11.42***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.42***
16190 - Sewing Machine Operator	13.07***
16220 - Tailor	13.44***
16250 - Washer, Machine	11.86***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	13.19***
19040 - Tool And Die Maker	15.85***
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.77***
21030 - Material Coordinator	15.17***
21040 - Material Expediter	15.17***
21050 - Material Handling Laborer	10.18***
21071 - Order Filler	10.95***
21080 - Production Line Worker (Food Processing)	11.77***
21110 - Shipping Packer	10.31***
21130 - Shipping/Receiving Clerk	10.31***
21140 - Store Worker I	10.34***
21150 - Stock Clerk	13.45***
21210 - Tools And Parts Attendant	11.77***
21410 - Warehouse Specialist	11.77***
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	22.75
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	22.75
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.88***
23120 - Bicycle Repairer	12.70***
23125 - Cable Splicer	26.84
23130 - Carpenter, Maintenance	13.12***
23140 - Carpet Layer	14.08***
23160 - Electrician, Maintenance	14.99***
23181 - Electronics Technician Maintenance I	16.72***
23182 - Electronics Technician Maintenance II	17.67***
23183 - Electronics Technician Maintenance III	18.57
23260 - Fabric Worker	13.36***
23290 - Fire Alarm System Mechanic	13.66***

23310 - Fire Extinguisher Repairer	12.70***
23311 - Fuel Distribution System Mechanic	17.89
23312 - Fuel Distribution System Operator	14.66***
23370 - General Maintenance Worker	11.88***
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	12.70***
23392 - Gunsmith II	14.08***
23393 - Gunsmith III	15.63***
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.64***
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	14.33***
23430 - Heavy Equipment Mechanic	15.11***
23440 - Heavy Equipment Operator	13.01***
23460 - Instrument Mechanic	22.03
23465 - Laboratory/Shelter Mechanic	14.88***
23470 - Laborer	10.18***
23510 - Locksmith	14.88***
23530 - Machinery Maintenance Mechanic	16.89***
23550 - Machinist, Maintenance	13.79***
23580 - Maintenance Trades Helper	10.65***
23591 - Metrology Technician I	22.03
23592 - Metrology Technician II	23.15
23593 - Metrology Technician III	24.10
23640 - Millwright	18.02
23710 - Office Appliance Repairer	14.61***
23760 - Painter, Maintenance	12.45***
23790 - Pipefitter, Maintenance	13.37***
23810 - Plumber, Maintenance	12.73***
23820 - Pneudraulic Systems Mechanic	15.63***
23850 - Rigger	17.27***
23870 - Scale Mechanic	14.08***
23890 - Sheet-Metal Worker, Maintenance	13.01***
23910 - Small Engine Mechanic	13.20***
23931 - Telecommunications Mechanic I	16.40***
23932 - Telecommunications Mechanic II	17.14***
23950 - Telephone Lineman	16.92***
23960 - Welder, Combination, Maintenance	13.70***
23965 - Well Driller	15.63***
23970 - Woodcraft Worker	15.63***
23980 - Woodworker	12.70***
24000 - Personal Needs Occupations	
24550 - Case Manager	13.93***
24570 - Child Care Attendant	9.89***
24580 - Child Care Center Clerk	12.34***
24610 - Chore Aide	9.66***
24620 - Family Readiness And Support Services Coordinator	13.93***
24630 - Homemaker	14.31***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.63
25040 - Sewage Plant Operator	14.18***

25070 - Stationary Engineer	19.63
25190 - Ventilation Equipment Tender	14.77***
25210 - Water Treatment Plant Operator	14.18***
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.24***
27007 - Baggage Inspector	9.34***
27008 - Corrections Officer	17.48***
27010 - Court Security Officer	16.49***
27030 - Detection Dog Handler	10.45***
27040 - Detention Officer	17.48***
27070 - Firefighter	16.32***
27101 - Guard I	9.34***
27102 - Guard II	10.45***
27131 - Police Officer I	21.88
27132 - Police Officer II	24.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.45***
28042 - Carnival Equipment Repairer	14.51***
28043 - Carnival Worker	10.20***
28210 - Gate Attendant/Gate Tender	12.73***
28310 - Lifeguard	11.59***
28350 - Park Attendant (Aide)	14.24***
28510 - Recreation Aide/Health Facility Attendant	9.94***
28515 - Recreation Specialist	16.87***
28630 - Sports Official	11.10***
28690 - Swimming Pool Operator	16.09***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.55***
29020 - Hatch Tender	15.55***
29030 - Line Handler	15.55***
29041 - Stevedore I	14.75***
29042 - Stevedore II	16.43***
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
30021 - Archeological Technician I	16.92***
30022 - Archeological Technician II	18.93
30023 - Archeological Technician III	23.45
30030 - Cartographic Technician	23.45
30040 - Civil Engineering Technician	18.04
30051 - Cryogenic Technician I	25.97
30052 - Cryogenic Technician II	28.69
30061 - Drafter/CAD Operator I	16.92***
30062 - Drafter/CAD Operator II	18.93
30063 - Drafter/CAD Operator III	21.11
30064 - Drafter/CAD Operator IV	25.97
30081 - Engineering Technician I	17.40***
30082 - Engineering Technician II	19.55
30083 - Engineering Technician III	21.86
30084 - Engineering Technician IV	27.09
30085 - Engineering Technician V	33.12
30086 - Engineering Technician VI	40.07
30090 - Environmental Technician	17.92

30095 - Evidence Control Specialist	23.45
30210 - Laboratory Technician	18.68
30221 - Latent Fingerprint Technician I	25.10
30222 - Latent Fingerprint Technician II	27.74
30240 - Mathematical Technician	23.45
30361 - Paralegal/Legal Assistant I	19.36
30362 - Paralegal/Legal Assistant II	23.99
30363 - Paralegal/Legal Assistant III	29.35
30364 - Paralegal/Legal Assistant IV	35.50
30375 - Petroleum Supply Specialist	28.69
30390 - Photo-Optics Technician	23.45
30395 - Radiation Control Technician	28.69
30461 - Technical Writer I	21.27
30462 - Technical Writer II	26.01
30463 - Technical Writer III	31.47
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	25.97
30502 - Weather Forecaster II	31.59
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.11
30621 - Weather Observer, Senior	(see 2) 23.45
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	10.64***
31030 - Bus Driver	14.40***
31043 - Driver Courier	9.94***
31260 - Parking and Lot Attendant	9.50***
31290 - Shuttle Bus Driver	9.74***
31310 - Taxi Driver	9.21***
31361 - Truckdriver, Light	10.73***
31362 - Truckdriver, Medium	11.29***
31363 - Truckdriver, Heavy	10.69***
31364 - Truckdriver, Tractor-Trailer	10.69***
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	9.77***
99050 - Desk Clerk	10.19***
99095 - Embalmer	25.60
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	10.28***
99252 - Laboratory Animal Caretaker II	11.09***
99260 - Marketing Analyst	15.44***
99310 - Mortician	25.60
99410 - Pest Controller	12.95***
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	10.11***
99711 - Recycling Specialist	12.05***
99730 - Refuse Collector	9.13***
99810 - Sales Clerk	10.20***
99820 - School Crossing Guard	13.81***

99830 - Survey Party Chief	16.18***
99831 - Surveying Aide	13.51***
99832 - Surveying Technician	14.72***
99840 - Vending Machine Attendant	9.23***
99841 - Vending Machine Repairer	11.05***
99842 - Vending Machine Repairer Helper	10.04***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 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 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."