

AWARD/CONTRACT	1. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)	RATING	PAGE OF PAGES 1 94
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2. CONTRACT (Proc. Inst. Ident.) NO. 70CDCR23D00000004	3. EFFECTIVE DATE See Block 20C	4. REQUISITION/PURCHASE REQUEST/PROJECT NO.
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5. ISSUED BY CODE 70CDCR	6. ADMINISTERED BY (If other than Item 5) 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 SCD-C

7. NAME AND ADDRESS OF CONTRACTOR (No., street, country, State and ZIP Code) AKIMA GLOBAL SERVICES LLC ATTN [REDACTED] 2553 [REDACTED] TE 700 HERNDON VA 201715226	8. DELIVERY <input type="checkbox"/> FOB ORIGIN <input checked="" type="checkbox"/> OTHER (See below)
	9. DISCOUNT FOR PROMPT PAYMENT Net 30
	10. SUBMIT INVOICES (4 copies unless otherwise specified) TO THE ADDRESS SHOWN N ITEM

CODE LUDNH5K4XQU9	FAC LITY CODE	11. SHIP TO/MARK FOR CODE ICE/ERO	12. PAYMENT WILL BE MADE BY CODE ICE-ERO/FOD-FMI
ICE Enforcement & Removal Immigration and Customs Enforcement 500 12th St SW [REDACTED] n DC 20024		DHS, ICE Burlington Finance Center P.O. Box 1620 Attn: ICE-ERO/FOD-FMI Williston VT 05495-1620	

13. AUTHORITY FOR US NG OTHER THAN FULL AND OPEN COMPETITION: <input type="checkbox"/> 10 U.S.C. 2304 (c) () <input type="checkbox"/> 41 U.S.C. 3304 (a) ()	14. ACCOUNTING AND APPROPRIATION DATA See Schedule
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15A. ITEM NO	15B. SUPPLIES/SERVICES	15C. QUANTITY	15D. UNIT	15E. UNIT PRICE	15F. AMOUNT
Continued					
15G. TOTAL AMOUNT OF CONTRACT					\$0.00

(X)	SEC.	DESCR PTION	PAGE(S)	(X)	SEC.	DESCR PTION	PAGE (S)
PART I - THE SCHEDULE				PART II - CONTRACT CLAUSES			
	A	SOLICITATION/CONTRACT FORM		X	I	CONTRACT CLAUSES	80-94
	B	SUPPLIES OR SERVICES AND PRICES/COSTS		PART III - LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACH.			
X	C	DESCR PTION/SPECS./WORK STATEMENT	15-79		J	LIST OF ATTACHMENTS	
	D	PACKAGING AND MARKING		PART IV - REPRESENTATIONS AND NSTRUCTIONS			
	E	INSPECTION AND ACCEPTANCE			K	REPRESENTATIONS CERTIFICATIONS AND OTHER STATEMENTS OF OFFERORS	
	F	DELIVER ES OR PERFORMANCE			L	NSTRS., CONDS., AND NOTICES TO OFFERORS	
	G	CONTRACT ADM NISTRATION DATA			M	EVALUATION FACTORS FOR AWARD	
	H	SPECIAL CONTRACT REQUIREMENTS					

CONTRACTING OFFICER WILL COMPLETE ITEM 17 (SEALED-BID OR NEGOTIATED PROCUREMENT) OR 18 (SEALED-BID PROCUREMENT) AS APPLICABLE

17. <input checked="" type="checkbox"/> CONTRACTOR'S NEGOTIATED AGREEMENT (Contractor is required to sign this document and return _____ copies to issuing office.) Contractor agrees to furnish and deliver all items or perform all the services set forth or otherwise identified above and on any continuation sheets for the consideration stated herein. The rights and obligations of the parties to this contract shall be subject to and governed by the following documents: (a) this award/contract, (b) the solicitation, if any, and (c) such provisions, representations, certifications, and specifications, as are attached or incorporated by reference herein. (Attachments are listed herein.)	18. <input type="checkbox"/> SEALED-BID AWARD (Contractor is not required to sign this document.) Your bid on Solicitation Number _____, including the additions or changes made by you which additions or changes are set forth in full above, is hereby accepted as to the items listed above and on any continuation sheets. This award consummates the contract which consists of the following documents: (a) the Government's solicitation and your bid, and (b) this award/contract. No further contractual document is necessary. (Block 18 should be checked only when awarding a sealed-bid contract.)
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19A. NAME AND TITLE OF SIGNER (Type or print)	20A. NAME OF CONTRACTING OFFICER
19B. NAME OF CONTRACTOR AKIMA GLOBAL SERVICES LLC	20B. UNITED STATES OF AMERICA
19C. DATE SIGNED	20C. DATE SIGNED
BY _____ (Signature of person authorized to sign)	BY _____ (Signature of the Contracting Officer)

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT D CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00001	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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) AKIMA GLOBAL SERVICES LLC 13873 PARK CENTER RD STE SUITE 400N HERNDON VA 20171		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE LUDNH5K4XQU9 FACILITY CODE		9B. DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR23D00000004	
		10B. DATED (SEE ITEM 13) 06/29/2023	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

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

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) 52.222-43, Fair Labor Standards Act

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: LUDNH5K4XQU9
Contracting Officer (CO): [REDACTED]
Contract Specialist (CS): [REDACTED]
CO Representative: [REDACTED]
Contractor POC: [REDACTED]
Contractor POC: [REDACTED]

The purpose of this modification is to incorporate the most recent Department of Labor Wage Determination and provide instructions for requesting a price adjustment.

Accordingly,
Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

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

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR23D00000004/P00001

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>In accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination(s) No. 2015-5695, dated December 27, 2022, and No. 2015-5707, dated December 27, 2022, is hereby attached and incorporated with an effective date of 7/1/2023.</p> <p>The following payroll data must be submitted to support any request for a price adjustment:</p> <ul style="list-style-type: none"> A. Employee Name and WD Job Classification Title/Number B. Actual hours paid and/or worked C. Actual hourly wage and wage rates used in previous performance period D. Actual H&W wages and rates used in previous performance period E. How was H&W paid? (i.e., cash to employees or paid to third party) F. Applicable workers compensation rate (if H&W was paid in cash to employee G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax Allowance (SUTA) <p>The Contractor shall notify the Contracting Officer of any price increase claimed under clause 52.222-43 within 30 calendar days of receiving a copy of the completed modification incorporating the new wage determination.</p> <p>4. All other terms and conditions remain unchanged.</p> <p>Period of Performance: 07/01/2023 to 06/30/2024</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. P00002	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) AKIMA GLOBAL SERVICES LLC 13873 PARK CENTER RD STE SUITE 400N HERNDON VA 20171	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR23D00000004
		10B. DATED (SEE ITEM 13) 06/29/2023

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. ACCOUNT NG 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 MODIF ED TO REFLECT THE ADM NISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH N ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) 52.212-4, Contract Terms and Conditions

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: LUDNH5K4XQU9
Contracting Officer (CO): [REDACTED]
Contract Specialist (CS): [REDACTED]
CO Representative: [REDACTED]
Contractor POC: [REDACTED]
Contractor POC: [REDACTED]

This modification updates rates in response to the vendor's Request for Equitable Adjustment following the incorporation of updated Wage Determinations in P00001. Rates are effective October 1, 2023. Funds will be provided at the task order level.
Period of Performance: 07/01/2023 to 06/30/2024
Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACT NG OFFICER (Type or print)
[REDACTED]	[REDACTED]
	15C. DATE SIGNED 15-Sept-2023

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

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	Change Item 0001 to read as follows (amount shown is the total amount): ARMED GUARDS AGUADILLA OCTOBER 1 2023 - JUNE 30 2024 Nine Month Base Period at [REDACTED] Per Month Ceiling: [REDACTED] Obligated Amount: \$0.00				[REDACTED]
0002	Change Item 0002 to read as follows (amount shown is the total amount): UNARMED GUARD SERVICES OCTOBER 1 2023 - JUNE 30 2024 9 Month Base Period at [REDACTED]/month Ceiling: [REDACTED] Obligated Amount: \$0.00				[REDACTED]
0003	Change Item 0003 to read as follows (amount shown is the total amount): FIXED MONTHLY FACILITY OPERATIONS OCTOBER 1 2023 - JUNE 30 2024 9 Month Base Period at [REDACTED]/month Obligated Amount: \$0.00				[REDACTED]
0004	Change Item 0004 to read as follows (amount shown is the total amount): BED DAY RATE FOR UP TO [REDACTED] DETAINEES OCTOBER 1 2023 - JUNE 30 2024 Rate: [REDACTED] per day Ceiling: [REDACTED] Obligated Amount: \$0.00				[REDACTED]
0006	Change Item 0006 to read as follows (amount shown is the total amount): TEMPORARY HOUSING SERVICES Continued ...				[REDACTED]

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	OCTOBER 1 2023 - JUNE 30 2024 Rate: [REDACTED] per day Ceiling: [REDACTED] Obligated Amount: \$0.00 Change Item 0007 to read as follows (amount shown is the total amount):				
0007	TRANSPORTATION GUARD SERVICES OCTOBER 1 2023 - JUNE 30 2024 Rate: [REDACTED] per hour [REDACTED] hours Ceiling: [REDACTED] Obligated Amount: \$0.00 Change Item 1001 to read as follows (amount shown is the total amount):				[REDACTED]
1001	ARMED GUARDS AGUADILLA [Option Period 1] [REDACTED] Per Month x [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item) Change Item 1002 to read as follows (amount shown is the total amount):				0.00
1002	UNARMED GUARD SERVICES [Option Period 1] Monthly Rate: [REDACTED] months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item) Change Item 1003 to read as follows (amount shown is the total amount):				0.00
1003	FIXED MONTHLY FACILITY OPERATIONS [Option Period 1] Monthly Rate: [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item) Continued ...				0.00

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
1004	<p>Change Item 1004 to read as follows (amount shown is the total amount):</p> <p>BED DAY RATE FOR UP TO [REDACTED] DETAINEES [Option Period 1]</p> <p>Rate: [REDACTED] per day [REDACTED] Days Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)</p>				0.00
1006	<p>Change Item 1006 to read as follows (amount shown is the total amount):</p> <p>TEMPORARY HOUSING SERVICES [Option Period 1]</p> <p>Rate: [REDACTED] per day Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)</p>				0.00
1007	<p>Change Item 1007 to read as follows (amount shown is the total amount):</p> <p>TRANSPORTATION GUARD SERVICES [Option Period 1]</p> <p>Rate: [REDACTED] per hour [REDACTED] Hours Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)</p>				0.00
2001	<p>Change Item 2001 to read as follows (amount shown is the total amount):</p> <p>ARMED GUARDS AGUADILLA [Option Period 2]</p> <p>[REDACTED] Per Month x [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)</p>				0.00
2002	<p>Change Item 2002 to read as follows (amount shown is the total amount):</p> <p>UNARMED GUARD SERVICES [Option Period 2]</p> <p>Monthly Rate: [REDACTED] Months Continued ...</p>				0.00

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				
2003	Change Item 2003 to read as follows (amount shown is the total amount): FIXED MONTHLY FACILITY OPERATIONS [Option Period 2] Monthly Rate: [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				0.00
2004	Change Item 2004 to read as follows (amount shown is the total amount): BED DAY RATE FOR UP TO [REDACTED] DETAINEES [Option Period 2] Rate: [REDACTED] per day [REDACTED] Days Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				0.00
2006	Change Item 2006 to read as follows (amount shown is the total amount): TEMPORARY HOUSING SERVICES [Option Period 2] Rate: [REDACTED] per day Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				0.00
2007	Change Item 2007 to read as follows (amount shown is the total amount): TRANSPORTATION GUARD SERVICES [Option Period 2] Rate: [REDACTED] per hour [REDACTED] Hours Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				0.00
	Change Item 3001 to read as follows (amount shown is the total amount): Continued ...				

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
3001	ARMED GUARDS AGUADILLA [Option Period 3] [REDACTED] Per Month x [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				0.00
3002	Change Item 3002 to read as follows (amount shown is the total amount): UNARMED GUARD SERVICES [Option Period 3] Monthly Rate: [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				0.00
3003	Change Item 3003 to read as follows (amount shown is the total amount): FIXED MONTHLY FACILITY OPERATIONS [Option Period 3] Monthly Rate: [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				0.00
3004	Change Item 3004 to read as follows (amount shown is the total amount): BED DAY RATE FOR UP TO [REDACTED] DETAINEES [Option Period 3] Rate: [REDACTED] per day [REDACTED] Days Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				0.00
3006	Change Item 3006 to read as follows (amount shown is the total amount): TEMPORARY HOUSING SERVICES [Option Period 3] Rate: [REDACTED] per day Ceiling: [REDACTED] Continued ...				0.00

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

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Amount: [REDACTED] (Option Line Item) Change Item 3007 to read as follows (amount shown is the total amount): 3007 TRANSPORTATION GUARD SERVICES [Option Period 3] 0.00 Rate: [REDACTED] per hour [REDACTED] hours Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				
	Change Item 4001 to read as follows (amount shown is the total amount): 4001 ARMED GUARDS AGUADILLA [Option Period 4] 0.00 [REDACTED] Per Month x [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				
	Change Item 4002 to read as follows (amount shown is the total amount): 4002 UNARMED GUARD SERVICES [Option Period 4] 0.00 Monthly Rate: [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)				
	Change Item 4003 to read as follows (amount shown is the total amount): 4003 FIXED MONTHLY FACILITY OPERATIONS [Option Period 4] 0.00 Monthly Rate: [REDACTED] Months Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item) Continued ...				

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NAME OF OFFEROR OR CONTRACTOR
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
4004	<p>Change Item 4004 to read as follows (amount shown is the total amount):</p> <p>BED DAY RATE FOR UP TO [REDACTED] DETAINEES [Option Period 4]</p> <p>Rate: [REDACTED] per day [REDACTED] Days</p> <p>Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)</p>				0.00
4006	<p>Change Item 4006 to read as follows (amount shown is the total amount):</p> <p>TEMPORARY HOUSING SERVICES</p> <p>Rate: [REDACTED] per day</p> <p>Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)</p>				0.00
4007	<p>Change Item 4007 to read as follows (amount shown is the total amount):</p> <p>TRANSPORTATION GUARD SERVICES [Option Period 4]</p> <p>Rate: [REDACTED] per hour [REDACTED] Hours</p> <p>Ceiling: [REDACTED] Amount: [REDACTED] (Option Line Item)</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>				0.00

01270 - Production Control Clerk	14.85***
01290 - Rental Clerk	9.42***
01300 Scheduler, Maintenance	9.05***
01311 - Secretary I	9.05***
01312 - Secretary II	10.34***
01313 - Secretary III	13.48***
01320 Service Order Dispatcher	10.23***
01410 - Supply Technician	13.32***
01420 - Survey Worker	10.13***
01460 - Switchboard Operator/Receptionist	8.79***
01531 Travel Clerk I	12.98***
01532 - Travel Clerk II	14.30***
01533 - Travel Clerk III	15.76***
01611 - Word Processor I	13.99***
01612 Word Processor II	15.70***
01613 - Word Processor III	17.56
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	9.43***
05400 - Transmission Repair Specialist	13.01***
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.17***
07041 Cook I	11.03***
07042 - Cook II	12.23***
07070 - Dishwasher	8.65***
07130 - Food Service Worker	8.67***
07210 Meat Cutter	8.72***
07260 - Waiter/Waitress	8.58***
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	8.99***
11060 - Elevator Operator	9.11***
11090 Gardener	11.55***
11122 - Housekeeping Aide	9.11***
11150 - Janitor	9.11***
11210 - Laborer, Grounds Maintenance	8.98***
11240 Maid or Houseman	8.91***
11260 - Pruner	9.75***
11270 - Tractor Operator	10.70***
11330 - Trail Maintenance Worker	8.98***
11360 Window Cleaner	10.09***
12000 - Health Occupations	
12010 - Ambulance Driver	10.93***
12011 - Breath Alcohol Technician	11.42***
12012 Certified Occupational Therapist Assistant	15.67***
12015 - Certified Physical Therapist Assistant	9.25***
12020 - Dental Assistant	10.93***

12025 - Dental Hygienist		25.11
12030 - EKG Technician		17.31
12035 - Electroneurodiagnostic Technologist		17.31
12040 - Emergency Medical Technician		10.93***
12071 - Licensed Practical Nurse I		10.21***
12072 - Licensed Practical Nurse II		11.42***
12073 - Licensed Practical Nurse III		12.73***
12100 - Medical Assistant		9.16***
12130 - Medical Laboratory Technician		13.54***
12160 - Medical Record Clerk		10.61***
12190 - Medical Record Technician		14.10***
12195 - Medical Transcriptionist		10.82***
12210 - Nuclear Medicine Technologist		25.11
12221 - Nursing Assistant I		10.86***
12222 - Nursing Assistant II		12.21***
12223 - Nursing Assistant III		13.32***
12224 - Nursing Assistant IV		14.95***
12235 - Optical Dispenser		10.62***
12236 - Optical Technician		10.21***
12250 - Pharmacy Technician		13.41***
12280 - Phlebotomist		15.73***
12305 - Radiologic Technologist		12.30***
12311 - Registered Nurse I		14.25***
12312 - Registered Nurse II		17.44
12313 - Registered Nurse II, Specialist		17.44
12314 - Registered Nurse III		21.09
12315 - Registered Nurse III, Anesthetist		21.09
12316 - Registered Nurse IV		25.28
12317 - Scheduler (Drug and Alcohol Testing)		14.15***
12320 - Substance Abuse Treatment Counselor		14.15***
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.80***
13012 - Exhibits Specialist II		18.34
13013 - Exhibits Specialist III		22.43
13041 - Illustrator I		14.80***
13042 - Illustrator II		18.34
13043 - Illustrator III		22.43
13047 - Librarian		20.31
13050 - Library Aide/Clerk		11.79***
13054 - Library Information Technology Systems Administrator		18.34
13058 - Library Technician		14.80***
13061 - Media Specialist I		13.24***
13062 - Media Specialist II		14.80***
13063 - Media Specialist III		16.50
13071 - Photographer I		13.83***
13072 - Photographer II		15.67***
13073 - Photographer III		18.34
13074 - Photographer IV		23.75
13075 - Photographer V		27.73
13090 - Technical Order Library Clerk		15.49***
13110 - Video Teleconference Technician		13.24***
14000 - Information Technology Occupations		
14041 - Computer Operator I		10.09***
14042 - Computer Operator II		11.29***
14043 - Computer Operator III		13.95***
14044 - Computer Operator IV		19.66
14045 - Computer Operator V		20.84
14071 - Computer Programmer I	(see 1)	19.11
14072 - Computer Programmer II	(see 1)	23.67
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.24
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	10.09***
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.23
15086 - Maintenance Test Pilot, Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07***
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36***
15120 - Tutor	11.36***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.14***
16030 - Counter Attendant	10.14***
16040 - Dry Cleaner	11.16***
16070 - Finisher, Flatwork, Machine	10.14***
16090 - Presser, Hand	10.14***
16110 - Presser, Machine, Drycleaning	10.14***
16130 - Presser, Machine, Shirts	10.14***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.14***
16190 - Sewing Machine Operator	11.53***
16220 - Tailor	11.85***
16250 - Washer, Machine	10.50***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73***
19040 - Tool And Die Maker	13.49***
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.37***
21030 - Material Coordinator	14.85***
21040 - Material Expediter	14.85***
21050 - Material Handling Laborer	9.24***
21071 - Order Filler	9.10***
21080 - Production Line Worker (Food Processing)	11.37***
21110 - Shipping Packer	10.31***
21130 - Shipping/Receiving Clerk	10.31***
21140 - Store Worker I	9.28***
21150 - Stock Clerk	12.57***
21210 - Tools And Parts Attendant	11.37***
21410 - Warehouse Specialist	11.37***
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	20.17
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	20.17
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	14.17***
23120 - Bicycle Repairer	9.48***
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45***

23140 - Carpet Layer	12.30***
23160 - Electrician, Maintenance	12.15***
23181 - Electronics Technician Maintenance I	13.28***
23182 - Electronics Technician Maintenance II	14.32***
23183 - Electronics Technician Maintenance III	15.03***
23260 - Fabric Worker	12.56***
23290 - Fire Alarm System Mechanic	13.66***
23310 - Fire Extinguisher Repairer	12.03***
23311 - Fuel Distribution System Mechanic	14.78***
23312 - Fuel Distribution System Operator	12.12***
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	11.08***
23392 - Gunsmith II	12.30***
23393 - Gunsmith III	13.66***
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01***
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66***
23430 - Heavy Equipment Mechanic	13.01***
23440 - Heavy Equipment Operator	13.01***
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00***
23470 - Laborer	9.24***
23510 - Locksmith	11.48***
23530 - Machinery Maintenance Mechanic	16.34
23550 - Machinist, Maintenance	12.56***
23580 - Maintenance Trades Helper	9.63***
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34***
23760 - Painter, Maintenance	12.45***
23790 - Pipefitter, Maintenance	13.01***
23810 - Plumber, Maintenance	12.45***
23820 - Pneudraulic Systems Mechanic	13.66***
23850 - Rigger	14.18***
23870 - Scale Mechanic	13.35***
23890 - Sheet-Metal Worker, Maintenance	13.01***
23910 - Small Engine Mechanic	12.58***
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14***
23960 - Welder, Combination, Maintenance	13.01***
23965 - Well Driller	13.07***
23970 - Woodcraft Worker	13.66***
23980 - Woodworker	10.74***
24000 - Personal Needs Occupations	
24550 - Case Manager	11.05***
24570 - Child Care Attendant	8.86***
24580 - Child Care Center Clerk	10.84***
24610 - Chore Aide	8.84***
24620 - Family Readiness And Support Services Coordinator	11.05***
24630 - Homemaker	12.02***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50***
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95***
25210 - Water Treatment Plant Operator	12.56***
27000 - Protective Service Occupations	

27004 - Alarm Monitor	10.45***
27007 - Baggage Inspector	9.34***
27008 - Corrections Officer	11.65***
27010 - Court Security Officer	11.89***
27030 - Detection Dog Handler	10.45***
27040 - Detention Officer	11.65***
27070 - Firefighter	11.12***
27101 - Guard I	9.34***
27102 - Guard II	10.45***
27131 - Police Officer I	12.95***
27132 - Police Officer II	14.38***
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.87***
28042 - Carnival Equipment Repairer	10.37***
28043 - Carnival Worker	9.23***
28210 - Gate Attendant/Gate Tender	12.73***
28310 - Lifeguard	11.59***
28350 - Park Attendant (Aide)	14.24***
28510 - Recreation Aide/Health Facility Attendant	9.75***
28515 - Recreation Specialist	15.06***
28630 - Sports Official	11.10***
28690 - Swimming Pool Operator	15.75***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18***
29020 - Hatch Tender	13.18***
29030 - Line Handler	13.18***
29041 - Stevedore I	11.23***
29042 - Stevedore II	13.36***
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	16.41
30022 - Archeological Technician II	18.36
30023 - Archeological Technician III	22.74
30030 - Cartographic Technician	22.74
30040 - Civil Engineering Technician	22.18
30051 - Cryogenic Technician I	25.19
30052 - Cryogenic Technician II	27.82
30061 - Drafter/CAD Operator I	16.41
30062 - Drafter/CAD Operator II	18.36
30063 - Drafter/CAD Operator III	20.46
30064 - Drafter/CAD Operator IV	25.19
30081 - Engineering Technician I	14.61***
30082 - Engineering Technician II	16.41
30083 - Engineering Technician III	18.36
30084 - Engineering Technician IV	22.74
30085 - Engineering Technician V	27.82
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	22.18
30095 - Evidence Control Specialist	22.74
30210 - Laboratory Technician	16.76
30221 - Latent Fingerprint Technician I	25.19
30222 - Latent Fingerprint Technician II	27.82
30240 - Mathematical Technician	22.74
30361 - Paralegal/Legal Assistant I	16.21
30362 - Paralegal/Legal Assistant II	20.09
30363 - Paralegal/Legal Assistant III	26.06
30364 - Paralegal/Legal Assistant IV	31.52
30375 - Petroleum Supply Specialist	27.82
30390 - Photo-Optics Technician	22.74
30395 - Radiation Control Technician	27.82
30461 - Technical Writer I	22.74
30462 - Technical Writer II	27.82
30463 - Technical Writer III	33.65

30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	25.19
30502 - Weather Forecaster II	30.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.46
30621 - Weather Observer, Senior	(see 2) 22.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	7.72***
31030 - Bus Driver	10.47***
31043 - Driver Courier	8.27***
31260 - Parking and Lot Attendant	7.25***
31290 - Shuttle Bus Driver	8.94***
31310 - Taxi Driver	9.08***
31361 - Truckdriver, Light	8.92***
31362 - Truckdriver, Medium	9.96***
31363 - Truckdriver, Heavy	10.57***
31364 - Truckdriver, Tractor-Trailer	10.57***
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	8.82***
99050 - Desk Clerk	8.88***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.68***
99252 - Laboratory Animal Caretaker II	14.76***
99260 - Marketing Analyst	23.46
99310 - Mortician	26.22
99410 - Pest Controller	15.53***
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	12.30***
99711 - Recycling Specialist	14.66***
99730 - Refuse Collector	11.11***
99810 - Sales Clerk	8.94***
99820 - School Crossing Guard	13.81***
99830 - Survey Party Chief	19.03
99831 - Surveying Aide	15.89***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	13.68***
99841 - Vending Machine Repairer	16.37
99842 - Vending Machine Repairer Helper	13.68***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week, or \$764.40 per month*

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

VACATION: 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))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5707 Revision No.: 20 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director	Division of Wage Determinations

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

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.
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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 Orders 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, Orocovis, 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		11.08***
01012	Accounting Clerk II		12.43***
01013	Accounting Clerk III		14.27***
01020	Administrative Assistant		15.01***
01035	Court Reporter		13.69***
01041	Customer Service Representative I		10.04***
01042	Customer Service Representative II		11.02***
01043	Customer Service Representative III		12.29***
01051	Data Entry Operator I		10.10***
01052	Data Entry Operator II		11.02***
01060	Dispatcher, Motor Vehicle		10.80***
01070	Document Preparation Clerk		11.69***
01090	Duplicating Machine Operator		11.69***
01111	General Clerk I		9.62***
01112	General Clerk II		10.50***
01113	General Clerk III		11.79***
01120	Housing Referral Assistant		13.48***
01141	Messenger Courier		10.22***
01191	Order Clerk I		10.27***

01192 - Order Clerk II	11.21***
01261 - Personnel Assistant (Employment) I	12.42***
01262 - Personnel Assistant (Employment) II	13.89***
01263 - Personnel Assistant (Employment) III	15.48***
01270 - Production Control Clerk	15.17***
01290 - Rental Clerk	9.26***
01300 - Scheduler, Maintenance	10.57***
01311 - Secretary I	10.57***
01312 - Secretary II	11.82***
01313 - Secretary III	13.48***
01320 - Service Order Dispatcher	10.23***
01410 - Supply Technician	15.01***
01420 - Survey Worker	11.38***
01460 - Switchboard Operator/Receptionist	9.00***
01531 - Travel Clerk I	12.05***
01532 - Travel Clerk II	13.28***
01533 - Travel Clerk III	14.64***
01611 - Word Processor I	12.60***
01612 - Word Processor II	14.15***
01613 - Word Processor III	15.83***
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	9.43***
05400 - Transmission Repair Specialist	13.01***
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.01***
07041 - Cook I	10.85***
07042 - Cook II	12.03***
07070 - Dishwasher	8.67***
07130 - Food Service Worker	8.89***
07210 - Meat Cutter	9.02***
07260 - Waiter/Waitress	8.79***
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	9.00***
11060 - Elevator Operator	8.93***
11090 - Gardener	11.81***
11122 - Housekeeping Aide	8.93***
11150 - Janitor	8.93***
11210 - Laborer, Grounds Maintenance	9.18***
11240 - Maid or Houseman	9.16***
11260 - Pruner	9.75***
11270 - Tractor Operator	10.95***
11330 - Trail Maintenance Worker	9.18***
11360 - Window Cleaner	9.89***
12000 - Health Occupations	
12010 - Ambulance Driver	10.93***

12011 - Breath Alcohol Technician	12.28***
12012 - Certified Occupational Therapist Assistant	16.85
12015 - Certified Physical Therapist Assistant	11.30***
12020 - Dental Assistant	10.93***
12025 - Dental Hygienist	27.00
12030 - EKG Technician	13.74***
12035 - Electroneurodiagnostic Technologist	13.74***
12040 - Emergency Medical Technician	10.93***
12071 - Licensed Practical Nurse I	10.98***
12072 - Licensed Practical Nurse II	12.28***
12073 - Licensed Practical Nurse III	13.69***
12100 - Medical Assistant	12.54***
12130 - Medical Laboratory Technician	16.40
12160 - Medical Record Clerk	10.61***
12190 - Medical Record Technician	14.10***
12195 - Medical Transcriptionist	14.36***
12210 - Nuclear Medicine Technologist	19.39
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	10.86***
12236 - Optical Technician	10.16***
12250 - Pharmacy Technician	13.41***
12280 - Phlebotomist	11.90***
12305 - Radiologic Technologist	13.87***
12311 - Registered Nurse I	17.66
12312 - Registered Nurse II	21.60
12313 - Registered Nurse II, Specialist	21.60
12314 - Registered Nurse III	26.13
12315 - Registered Nurse III, Anesthetist	26.13
12316 - Registered Nurse IV	31.33
12317 - Scheduler (Drug and Alcohol Testing)	15.22***
12320 - Substance Abuse Treatment Counselor	12.40***
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	12.95***
13012 - Exhibits Specialist II	16.04***
13013 - Exhibits Specialist III	19.63
13041 - Illustrator I	16.02***
13042 - Illustrator II	19.84
13043 - Illustrator III	24.27
13047 - Librarian	17.77
13050 - Library Aide/Clerk	9.78***
13054 - Library Information Technology Systems Administrator	16.04***
13058 - Library Technician	11.95***
13061 - Media Specialist I	11.58***
13062 - Media Specialist II	12.95***
13063 - Media Specialist III	14.44***
13071 - Photographer I	16.28
13072 - Photographer II	18.21
13073 - Photographer III	22.56
13074 - Photographer IV	27.60
13075 - Photographer V	33.39
13090 - Technical Order Library Clerk	11.19***
13110 - Video Teleconference Technician	14.26***
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.12***
14042 - Computer Operator II	13.55***
14043 - Computer Operator III	15.35***
14044 - Computer Operator IV	20.17
14045 - Computer Operator V	22.34
14071 - Computer Programmer I	(see 1) 19.08
14072 - Computer Programmer II	(see 1) 23.63
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	23.93
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.12***
14160 - Personal Computer Support Technician		20.17
14170 - System Support Specialist		20.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.61
15020 - Aircrew Training Devices Instructor (Rated)		28.96
15030 - Air Crew Training Devices Instructor (Pilot)		34.70
15050 - Computer Based Training Specialist / Instructor		25.61
15060 - Educational Technologist		22.64
15070 - Flight Instructor (Pilot)		34.70
15080 - Graphic Artist		16.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		34.70
15086 - Maintenance Test Pilot, Rotary Wing		34.70
15088 - Non-Maintenance Test/Co-Pilot		34.70
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		10.14***
16030 - Counter Attendant		10.14***
16040 - Dry Cleaner		11.16***
16070 - Finisher, Flatwork, Machine		10.14***
16090 - Presser, Hand		10.14***
16110 - Presser, Machine, Drycleaning		10.14***
16130 - Presser, Machine, Shirts		10.14***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.14***
16190 - Sewing Machine Operator		11.53***
16220 - Tailor		11.85***
16250 - Washer, Machine		10.50***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		12.76***
19040 - Tool And Die Maker		15.33***
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		10.54***
21030 - Material Coordinator		15.17***
21040 - Material Expediter		15.17***
21050 - Material Handling Laborer		10.18***
21071 - Order Filler		9.27***
21080 - Production Line Worker (Food Processing)		10.54***
21110 - Shipping Packer		10.31***
21130 - Shipping/Receiving Clerk		10.31***
21140 - Store Worker I		9.28***
21150 - Stock Clerk		12.57***
21210 - Tools And Parts Attendant		10.54***
21410 - Warehouse Specialist		10.54***
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		22.18
23060 - Aircraft Servicer		22.57
23070 - Aircraft Survival Flight Equipment Technician		22.18
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	14.80***
23120 - Bicycle Repairer	11.90***
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	12.45***
23140 - Carpet Layer	13.20***
23160 - Electrician, Maintenance	14.05***
23181 - Electronics Technician Maintenance I	16.72
23182 - Electronics Technician Maintenance II	17.67
23183 - Electronics Technician Maintenance III	18.57
23260 - Fabric Worker	12.56***
23290 - Fire Alarm System Mechanic	13.66***
23310 - Fire Extinguisher Repairer	12.03***
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	11.90***
23392 - Gunsmith II	13.20***
23393 - Gunsmith III	14.66***
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01***
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66***
23430 - Heavy Equipment Mechanic	13.74***
23440 - Heavy Equipment Operator	13.01***
23460 - Instrument Mechanic	22.03
23465 - Laboratory/Shelter Mechanic	13.95***
23470 - Laborer	10.18***
23510 - Locksmith	13.95***
23530 - Machinery Maintenance Mechanic	15.35***
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	13.01***
23810 - Plumber, Maintenance	12.45***
23820 - Pneudraulic Systems Mechanic	14.66***
23850 - Rigger	17.27
23870 - Scale Mechanic	13.35***
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	13.01***
23965 - Well Driller	14.66***
23970 - Woodcraft Worker	14.66***
23980 - Woodworker	11.90***
24000 - Personal Needs Occupations	
24550 - Case Manager	11.51***
24570 - Child Care Attendant	8.89***
24580 - Child Care Center Clerk	11.09***
24610 - Chore Aide	9.49***
24620 - Family Readiness And Support Services Coordinator	11.51***
24630 - Homemaker	11.83***
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	10.30***
27007 - Baggage Inspector	9.34***
27008 - Corrections Officer	15.89***
27010 - Court Security Officer	13.63***
27030 - Detection Dog Handler	10.45***
27040 - Detention Officer	15.89***
27070 - Firefighter	13.49***
27101 - Guard I	9.34***
27102 - Guard II	10.45***
27131 - Police Officer I	19.68
27132 - Police Officer II	21.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.68***
28042 - Carnival Equipment Repairer	12.60***
28043 - Carnival Worker	8.85***
28210 - Gate Attendant/Gate Tender	12.73***
28310 - Lifeguard	10.54***
28350 - Park Attendant (Aide)	14.24***
28510 - Recreation Aide/Health Facility Attendant	9.09***
28515 - Recreation Specialist	15.44***
28630 - Sports Official	11.10***
28690 - Swimming Pool Operator	13.98***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.87***
29020 - Hatch Tender	13.87***
29030 - Line Handler	13.87***
29041 - Stevedore I	12.65***
29042 - Stevedore II	14.66***
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	14.87***
30022 - Archeological Technician II	16.64
30023 - Archeological Technician III	20.61
30030 - Cartographic Technician	20.61
30040 - Civil Engineering Technician	14.98***
30051 - Cryogenic Technician I	22.82
30052 - Cryogenic Technician II	25.22
30061 - Drafter/CAD Operator I	14.87***
30062 - Drafter/CAD Operator II	16.64
30063 - Drafter/CAD Operator III	18.55
30064 - Drafter/CAD Operator IV	22.82
30081 - Engineering Technician I	15.46***
30082 - Engineering Technician II	17.35
30083 - Engineering Technician III	19.42
30084 - Engineering Technician IV	24.05
30085 - Engineering Technician V	29.43
30086 - Engineering Technician VI	35.60
30090 - Environmental Technician	17.92
30095 - Evidence Control Specialist	20.61
30210 - Laboratory Technician	18.42
30221 - Latent Fingerprint Technician I	22.82
30222 - Latent Fingerprint Technician II	25.22
30240 - Mathematical Technician	20.61
30361 - Paralegal/Legal Assistant I	17.60
30362 - Paralegal/Legal Assistant II	21.81
30363 - Paralegal/Legal Assistant III	26.68
30364 - Paralegal/Legal Assistant IV	32.27
30375 - Petroleum Supply Specialist	25.22
30390 - Photo-Optics Technician	20.61

30395 - Radiation Control Technician	25.22
30461 - Technical Writer I	20.20
30462 - Technical Writer II	24.70
30463 - Technical Writer III	29.89
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	22.82
30502 - Weather Forecaster II	27.76
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 18.55
30621 - Weather Observer, Senior	(see 2) 20.61
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	10.64***
31030 - Bus Driver	14.40***
31043 - Driver Courier	8.58***
31260 - Parking and Lot Attendant	8.94***
31290 - Shuttle Bus Driver	9.26***
31310 - Taxi Driver	9.21***
31361 - Truckdriver, Light	9.26***
31362 - Truckdriver, Medium	9.96***
31363 - Truckdriver, Heavy	10.57***
31364 - Truckdriver, Tractor-Trailer	10.57***
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	9.02***
99050 - Desk Clerk	10.02***
99095 - Embalmer	25.60
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	9.35***
99252 - Laboratory Animal Caretaker II	10.09***
99260 - Marketing Analyst	14.77***
99310 - Mortician	25.60
99410 - Pest Controller	10.70***
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	10.11***
99711 - Recycling Specialist	12.05***
99730 - Refuse Collector	9.13***
99810 - Sales Clerk	9.28***
99820 - School Crossing Guard	13.81***
99830 - Survey Party Chief	14.73***
99831 - Surveying Aide	12.30***
99832 - Surveying Technician	13.40***
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 (\$16.20 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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 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))."