

2. CONTRACT NO. 70CDCR24DIG000003 3. AWARD/EFFECTIVE DATE 4. ORDER NUMBER 5. SOLICITATION NUMBER 6. SOLICITATION ISSUE DATE

7. FOR SOLICITATION INFORMATION CALL: a. NAME [REDACTED] b. TELEPHONE NUMBER (No collect calls) 8. OFFER DUE DATE/LOCAL TIME

9. ISSUED BY CODE 70CDCR
 DETENTION COMPLIANCE AND REMOVALS
 U.S. Immigration and Customs Enforcement
 Office of Acquisition Management
 500 12th St SW
 WASHINGTON DC 20024
 10. THIS ACQUISITION IS UNRESTRICTED OR SET ASIDE: % FOR:
 SMALL BUSINESS WOMEN-OWNED SMALL BUSINESS
 HUBZONE SMALL BUSINESS (WOSB) ELIGIBLE UNDER THE WOMEN-OWNED
 SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS EDWOSB 8(A) NAICS: 561612
 SIZE STANDARD: \$29

11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED SEE SCHEDULE 12. DISCOUNT TERMS
 13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) 13b. RATING
 14. METHOD OF SOLICITATION RFQ IFB RFP

15. DELIVER TO CODE ICE/ERO
 ICE Enforcement & Removal
 Immigration and Customs Enforcement
 500 12th St SW
 [REDACTED]
 Washington DC 20024
 16. ADMINISTERED BY CODE ICE/DCR
 ICE/Detention Compliance & Removals
 Immigration and Customs Enforcement
 Office of Acquisition Management
 500 12th St SW
 Washington DC 20024

17a. CONTRACTOR/OFFEROR CODE ZGLRAX4QJJ77 FACILITY CODE
 CAROLINE COUNTY OF
 P O BOX 447
 BOWLING GREEN VA 224270001
 18a. PAYMENT WILL BE MADE BY CODE ICE-ERO/FOD-FDG
 DHS, ICE
 Burlington Finance Center
 P.O. Box 1620
 Attn: ICE-ERO/FOD-FDG
 Williston VT 05495-1620
 TELEPHONE NO.

17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER 18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED SEE ADDENDUM

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	UEI: ZGLRAX4QJJ77 COR: [REDACTED] 703-633-[REDACTED] Contracting Officer: [REDACTED] 202-993-[REDACTED] Contract Specialist: [REDACTED] 202-836-[REDACTED] ----- This is the award document for Intergovernmental Service Agreement (IGSA) No. 70CDCR24DIG000003 with Caroline County (Virginia). The following is (Use Reverse and/or Attach Additional Sheets as Necessary)				

25. ACCOUNTING AND APPROPRIATION DATA See schedule 26. TOTAL AWARD AMOUNT (For Govt. Use Only) \$0.00

27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1, 52.212-4. FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA ARE ARE NOT ATTACHED.
 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA ARE ARE NOT ATTACHED.

28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN 1 COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ON ANY ADDITIONAL
 29. AWARD OF CONTRACT: OFFER DATED YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH

30c. DATE SIGNED
 [REDACTED] County Administrator 11/27/2023

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	attached to this award document: - IGSA No. 70CDCR24DIG000003 - Attachment 01 - Title 29, Part 4 Labor Standards for Federal Service Contracts - Attachment 02 - Wage Determination 2015-4313 Revision No. 23, dated 30 June 2023 - Attachment 03 - Quality Assurance Surveillance Plan and Performance Requirements Summary - Attachment 03A - Contract Discrepancy Report (CDR) Template - Attachment 04 - Quality Control Plan - Attachment 05 - Prison Rape Elimination Act (PREA) Regulations - Attachment 06 - Detention-Transportation Invoice Supporting Documentation Template - Attachment 07 - Employment Screening Requirements - Attachment 08 - ICE Privacy, Records Management, and Safeguarding Information - Attachment 09 - Transportation Requirements - Attachment 9A - Anticipated Transportation Routes - Attachment 10 - Virtual Attorney Visitation - Attachment 11 - Transgender Requirements - Attachment 12 - Staffing Plan - Attachment 13 - Performance Work Statement (PWS) - Attachment 14 - Physical Plant Requirements Continued ...				

32a. QUANTITY IN COLUMN 21 HAS BEEN

RECEIVED INSPECTED ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE
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32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE	32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE
	32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE

33. SHIP NUMBER <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	37. CHECK NUMBER
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38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY
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41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT	42a. RECEIVED BY (<i>Print</i>)
41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER	41c. DATE
	42b. RECEIVED AT (<i>Location</i>)
	42c. DATE REC'D (<i>YY/MM/DD</i>)
	42d. TOTAL CONTAINERS

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR24DIG000003

PAGE 3 OF 4

NAME OF OFFEROR OR CONTRACTOR
CAROLINE COUNTY OF

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Note: Except for Wage Determination and GSA mileage rate related adjustments, all rates below will remain in effect for at least 48 months. Period of Performance: 12/01/2023 to 11/30/2028				
0001	Facility Operating Cost [REDACTED] Monthly Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		MO	0.00	
0002	Tier One Bed/Day [REDACTED] Beds) Rate of [REDACTED] Per Day Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		DA	0.00	
0003	Tier Two Bed/Day [REDACTED] Beds) Rate of [REDACTED] Per Day Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		DA	0.00	
0004	Emergency Cots (Up to 60 cots) Rate of [REDACTED] Per Day Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		DA	0.00	
0005	Transportation Guard (Regular Rate) Rate of [REDACTED] Per Hour Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		HR	0.00	
0006	Transportation Guard (Overtime Rate) Rate of [REDACTED] Per Hour Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD		HR	0.00	
	Continued ...				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR24DIG000003

PAGE OF
4 4

NAME OF OFFEROR OR CONTRACTOR
CAROLINE COUNTY OF

ITEM NO (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0007	<p>Transportation Mileage Rate Mileage shall be reimbursed in accordance with GSA rates at the time of occurrence Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>		DH	0.00	
0008	<p>Detainee Work Program Reimbursement Rate of [REDACTED] Per Day Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>This action does not obligate any funds. Services shall only be provided when authorized through a funded task order. Annual task orders will be placed against this IGSA.</p> <p>There shall be no public disclosure regarding this agreement made by the provider (or any subcontractors) without review and approval of such disclosure by ICE.</p> <p>The total amount of award: \$0.00. The obligation for this award is shown in box 26.</p>		DA	0.00	

2. AMENDMENT/MODIFICATION NO. P00001	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) CAROLINE COUNTY OF P O BOX 447 BOWLING GREEN VA 224270001	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. 70CDCR24DIG000003
		10B. DATED (SEE ITEM 13) 11/27/2023

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

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

UEI: ZGLRAX4QJJ77
COR: [REDACTED], 703-633-[REDACTED]
Contracting Officer: [REDACTED] 202-993-[REDACTED]
Contract Specialist: [REDACTED], 202-836-[REDACTED]

The purpose of this modification is to correct an administrative error with respect to CLIN 0006.

As agreed to by the parties following negotiations, the Transportation Guard Overtime Rate is corrected from [REDACTED] per hour to [REDACTED] per hour.
Period of Performance: 12/01/2023 to 11/30/2028
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] nt)	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED 16C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR24DIG000003/P00001

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
CAROLINE COUNTY OF

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0006	<p>Change Item 0006 to read as follows (amount shown is the obligated amount):</p> <p>Transportation Guard (Overtime Rate) Rate of [REDACTED] Per Hour Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>There shall be no public disclosure regarding this agreement made by the provider (or any subcontractors) without review and approval of such disclosure by ICE.</p> <p>All other terms and conditions remain unchanged.</p>		HR	0.00	

"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.: 2015-4313 Revision No.: 23 Date Of Last Revision: 06/30/2023	

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: Virginia

Area: Virginia Counties of Amelia, Caroline, Charles City, Chesterfield, Colonial Hghts, Dinwiddie, Goochland, Hanover, Henrico, Hopewell, King William, New Kent, Petersburg, Powhatan, Prince George, Sussex
 This WD also applies to Richmond City

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.28
01012 - Accounting Clerk II		19.41
01013 - Accounting Clerk III		21.71
01020 - Administrative Assistant		30.29
01035 - Court Reporter		21.37
01041 - Customer Service Representative I		14.38***
01042 - Customer Service Representative II		15.69***
01043 - Customer Service Representative III		17.62
01051 - Data Entry Operator I		15.41***
01052 - Data Entry Operator II		16.82
01060 - Dispatcher, Motor Vehicle		22.52
01070 - Document Preparation Clerk		17.04

01090 - Duplicating Machine Operator	17.04
01111 - General Clerk I	14.65***
01112 - General Clerk II	15.98***
01113 - General Clerk III	17.95
01120 - Housing Referral Assistant	23.82
01141 - Messenger Courier	16.64
01191 - Order Clerk I	18.05
01192 - Order Clerk II	19.70
01261 - Personnel Assistant (Employment) I	18.72
01262 - Personnel Assistant (Employment) II	20.94
01263 - Personnel Assistant (Employment) III	23.35
01270 - Production Control Clerk	23.73
01290 - Rental Clerk	18.20
01300 - Scheduler, Maintenance	19.10
01311 - Secretary I	19.10
01312 - Secretary II	21.37
01313 - Secretary III	23.82
01320 - Service Order Dispatcher	20.14
01410 - Supply Technician	30.29
01420 - Survey Worker	18.37
01460 - Switchboard Operator/Receptionist	15.28***
01531 - Travel Clerk I	19.88
01532 - Travel Clerk II	21.13
01533 - Travel Clerk III	22.49
01611 - Word Processor I	15.83***
01612 - Word Processor II	17.76
01613 - Word Processor III	19.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.89
05010 - Automotive Electrician	22.08
05040 - Automotive Glass Installer	20.88
05070 - Automotive Worker	20.88
05110 - Mobile Equipment Servicer	18.37
05130 - Motor Equipment Metal Mechanic	23.17
05160 - Motor Equipment Metal Worker	20.88
05190 - Motor Vehicle Mechanic	23.17
05220 - Motor Vehicle Mechanic Helper	17.08
05250 - Motor Vehicle Upholstery Worker	19.55
05280 - Motor Vehicle Wrecker	20.88
05310 - Painter, Automotive	22.08
05340 - Radiator Repair Specialist	20.88
05370 - Tire Repairer	15.00***
05400 - Transmission Repair Specialist	23.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.61***
07041 - Cook I	16.09***
07042 - Cook II	18.29
07070 - Dishwasher	12.09***
07130 - Food Service Worker	13.28***
07210 - Meat Cutter	17.60
07260 - Waiter/Waitress	11.81***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.81
09040 - Furniture Handler	13.92***
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.21
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	20.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.01***
11060 - Elevator Operator	13.01***
11090 - Gardener	21.17
11122 - Housekeeping Aide	14.19***
11150 - Janitor	14.19***
11210 - Laborer, Grounds Maintenance	16.20

11240 - Maid or Houseman	13.02***
11260 - Pruner	14.52***
11270 - Tractor Operator	19.68
11330 - Trail Maintenance Worker	16.20
11360 - Window Cleaner	15.28***
12000 - Health Occupations	
12010 - Ambulance Driver	19.94
12011 - Breath Alcohol Technician	22.65
12012 - Certified Occupational Therapist Assistant	35.72
12015 - Certified Physical Therapist Assistant	30.34
12020 - Dental Assistant	20.83
12025 - Dental Hygienist	45.00
12030 - EKG Technician	32.92
12035 - Electroneurodiagnostic Technologist	32.92
12040 - Emergency Medical Technician	19.94
12071 - Licensed Practical Nurse I	29.78
12072 - Licensed Practical Nurse II	22.65
12073 - Licensed Practical Nurse III	25.25
12100 - Medical Assistant	18.06
12130 - Medical Laboratory Technician	28.06
12160 - Medical Record Clerk	20.68
12190 - Medical Record Technician	24.48
12195 - Medical Transcriptionist	16.69
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	12.44***
12222 - Nursing Assistant II	13.99***
12223 - Nursing Assistant III	15.26***
12224 - Nursing Assistant IV	17.14
12235 - Optical Dispenser	24.11
12236 - Optical Technician	18.78
12250 - Pharmacy Technician	18.18
12280 - Phlebotomist	18.91
12305 - Radiologic Technologist	31.38
12311 - Registered Nurse I	25.90
12312 - Registered Nurse II	31.67
12313 - Registered Nurse II, Specialist	31.67
12314 - Registered Nurse III	38.32
12315 - Registered Nurse III, Anesthetist	38.32
12316 - Registered Nurse IV	45.94
12317 - Scheduler (Drug and Alcohol Testing)	28.07
12320 - Substance Abuse Treatment Counselor	24.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.33
13012 - Exhibits Specialist II	26.44
13013 - Exhibits Specialist III	32.32
13041 - Illustrator I	21.33
13042 - Illustrator II	26.44
13043 - Illustrator III	32.32
13047 - Librarian	29.27
13050 - Library Aide/Clerk	15.49***
13054 - Library Information Technology Systems Administrator	26.44
13058 - Library Technician	17.11
13061 - Media Specialist I	19.07
13062 - Media Specialist II	21.33
13063 - Media Specialist III	23.78
13071 - Photographer I	17.85
13072 - Photographer II	19.98
13073 - Photographer III	24.74
13074 - Photographer IV	30.26
13075 - Photographer V	36.62
13090 - Technical Order Library Clerk	19.46
13110 - Video Teleconference Technician	24.90
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.34

14042 - Computer Operator II	23.87
14043 - Computer Operator III	26.61
14044 - Computer Operator IV	29.58
14045 - Computer Operator V	32.75
14071 - Computer Programmer I	(see 1) 25.33
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	21.34
14160 - Personal Computer Support Technician	29.58
14170 - System Support Specialist	32.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.56
15020 - Aircrew Training Devices Instructor (Rated)	40.61
15030 - Air Crew Training Devices Instructor (Pilot)	48.68
15050 - Computer Based Training Specialist / Instructor	33.56
15060 - Educational Technologist	36.02
15070 - Flight Instructor (Pilot)	48.68
15080 - Graphic Artist	28.75
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.68
15086 - Maintenance Test Pilot, Rotary Wing	48.68
15088 - Non-Maintenance Test/Co-Pilot	48.68
15090 - Technical Instructor	24.82
15095 - Technical Instructor/Course Developer	30.35
15110 - Test Proctor	20.03
15120 - Tutor	20.03
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.86***
16030 - Counter Attendant	12.86***
16040 - Dry Cleaner	15.02***
16070 - Finisher, Flatwork, Machine	12.86***
16090 - Presser, Hand	12.86***
16110 - Presser, Machine, Drycleaning	12.86***
16130 - Presser, Machine, Shirts	12.86***
16160 - Presser, Machine, Wearing Apparel, Laundry	12.86***
16190 - Sewing Machine Operator	15.65***
16220 - Tailor	16.42
16250 - Washer, Machine	13.66***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.72
19040 - Tool And Die Maker	27.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.45
21030 - Material Coordinator	23.73
21040 - Material Expediter	23.73
21050 - Material Handling Laborer	15.86***
21071 - Order Filler	15.54***
21080 - Production Line Worker (Food Processing)	20.45
21110 - Shipping Packer	18.15
21130 - Shipping/Receiving Clerk	18.15
21140 - Store Worker I	14.60***
21150 - Stock Clerk	20.44
21210 - Tools And Parts Attendant	20.45
21410 - Warehouse Specialist	20.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.03
23019 - Aircraft Logs and Records Technician	28.25
23021 - Aircraft Mechanic I	33.48
23022 - Aircraft Mechanic II	35.03
23023 - Aircraft Mechanic III	36.65
23040 - Aircraft Mechanic Helper	24.68
23050 - Aircraft, Painter	31.91

23060 - Aircraft Servicer	28.25
23070 - Aircraft Survival Flight Equipment Technician	31.91
23080 - Aircraft Worker	30.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.48
23110 - Appliance Mechanic	23.10
23120 - Bicycle Repairer	21.52
23125 - Cable Splicer	34.36
23130 - Carpenter, Maintenance	22.92
23140 - Carpet Layer	24.47
23160 - Electrician, Maintenance	25.52
23181 - Electronics Technician Maintenance I	29.18
23182 - Electronics Technician Maintenance II	30.86
23183 - Electronics Technician Maintenance III	32.38
23260 - Fabric Worker	22.91
23290 - Fire Alarm System Mechanic	26.02
23310 - Fire Extinguisher Repairer	21.52
23311 - Fuel Distribution System Mechanic	30.72
23312 - Fuel Distribution System Operator	24.36
23370 - General Maintenance Worker	21.88
23380 - Ground Support Equipment Mechanic	33.48
23381 - Ground Support Equipment Servicer	28.25
23382 - Ground Support Equipment Worker	30.18
23391 - Gunsmith I	21.52
23392 - Gunsmith II	24.47
23393 - Gunsmith III	27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.55
23430 - Heavy Equipment Mechanic	26.83
23440 - Heavy Equipment Operator	22.50
23460 - Instrument Mechanic	30.75
23465 - Laboratory/Shelter Mechanic	25.87
23470 - Laborer	15.86***
23510 - Locksmith	23.88
23530 - Machinery Maintenance Mechanic	30.39
23550 - Machinist, Maintenance	24.50
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	30.75
23592 - Metrology Technician II	32.17
23593 - Metrology Technician III	33.66
23640 - Millwright	28.04
23710 - Office Appliance Repairer	21.08
23760 - Painter, Maintenance	19.52
23790 - Pipefitter, Maintenance	26.31
23810 - Plumber, Maintenance	25.07
23820 - Pneudraulic Systems Mechanic	27.15
23850 - Rigger	27.90
23870 - Scale Mechanic	24.47
23890 - Sheet-Metal Worker, Maintenance	25.48
23910 - Small Engine Mechanic	19.72
23931 - Telecommunications Mechanic I	32.85
23932 - Telecommunications Mechanic II	34.37
23950 - Telephone Lineman	36.51
23960 - Welder, Combination, Maintenance	23.24
23965 - Well Driller	26.75
23970 - Woodcraft Worker	27.15
23980 - Woodworker	21.52
24000 - Personal Needs Occupations	
24550 - Case Manager	16.71
24570 - Child Care Attendant	12.19***
24580 - Child Care Center Clerk	15.33***

24610 - Chore Aide	11.86***
24620 - Family Readiness And Support Services Coordinator	16.71
24630 - Homemaker	16.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.11
25040 - Sewage Plant Operator	23.59
25070 - Stationary Engineer	24.11
25190 - Ventilation Equipment Tender	17.76
25210 - Water Treatment Plant Operator	23.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.70
27007 - Baggage Inspector	15.49***
27008 - Corrections Officer	21.17
27010 - Court Security Officer	23.16
27030 - Detection Dog Handler	17.31
27040 - Detention Officer	21.17
27070 - Firefighter	26.45
27101 - Guard I	15.49***
27102 - Guard II	17.31
27131 - Police Officer I	25.98
27132 - Police Officer II	28.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.18***
28042 - Carnival Equipment Repairer	15.25***
28043 - Carnival Worker	10.46***
28210 - Gate Attendant/Gate Tender	18.38
28310 - Lifeguard	11.95***
28350 - Park Attendant (Aide)	20.56
28510 - Recreation Aide/Health Facility Attendant	15.00***
28515 - Recreation Specialist	25.48
28630 - Sports Official	16.37
28690 - Swimming Pool Operator	17.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.47
29020 - Hatch Tender	32.47
29030 - Line Handler	32.47
29041 - Stevedore I	30.39
29042 - Stevedore II	34.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.87
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.07
30021 - Archeological Technician I	18.52
30022 - Archeological Technician II	20.71
30023 - Archeological Technician III	25.67
30030 - Cartographic Technician	25.67
30040 - Civil Engineering Technician	26.44
30051 - Cryogenic Technician I	28.42
30052 - Cryogenic Technician II	31.40
30061 - Drafter/CAD Operator I	18.52
30062 - Drafter/CAD Operator II	20.71
30063 - Drafter/CAD Operator III	23.09
30064 - Drafter/CAD Operator IV	28.42
30081 - Engineering Technician I	16.82
30082 - Engineering Technician II	18.88
30083 - Engineering Technician III	21.11
30084 - Engineering Technician IV	26.16
30085 - Engineering Technician V	32.00
30086 - Engineering Technician VI	38.72
30090 - Environmental Technician	22.64
30095 - Evidence Control Specialist	25.67
30210 - Laboratory Technician	25.77
30221 - Latent Fingerprint Technician I	28.94
30222 - Latent Fingerprint Technician II	31.96

30240 - Mathematical Technician	26.55
30361 - Paralegal/Legal Assistant I	21.04
30362 - Paralegal/Legal Assistant II	26.08
30363 - Paralegal/Legal Assistant III	31.89
30364 - Paralegal/Legal Assistant IV	38.58
30375 - Petroleum Supply Specialist	31.40
30390 - Photo-Optics Technician	25.67
30395 - Radiation Control Technician	31.40
30461 - Technical Writer I	28.66
30462 - Technical Writer II	35.05
30463 - Technical Writer III	42.42
30491 - Unexploded Ordnance (UXO) Technician I	28.51
30492 - Unexploded Ordnance (UXO) Technician II	34.50
30493 - Unexploded Ordnance (UXO) Technician III	41.35
30494 - Unexploded (UXO) Safety Escort	28.51
30495 - Unexploded (UXO) Sweep Personnel	28.51
30501 - Weather Forecaster I	28.42
30502 - Weather Forecaster II	34.57
30620 - Weather Observer, Combined Upper Air Or (see 2)	23.09
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.50
31020 - Bus Aide	17.58
31030 - Bus Driver	24.44
31043 - Driver Courier	17.62
31260 - Parking and Lot Attendant	12.57***
31290 - Shuttle Bus Driver	17.22
31310 - Taxi Driver	14.75***
31361 - Truckdriver, Light	18.94
31362 - Truckdriver, Medium	20.16
31363 - Truckdriver, Heavy	23.13
31364 - Truckdriver, Tractor-Trailer	23.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.82
99030 - Cashier	12.32***
99050 - Desk Clerk	13.32***
99095 - Embalmer	31.75
99130 - Flight Follower	28.51
99251 - Laboratory Animal Caretaker I	14.66***
99252 - Laboratory Animal Caretaker II	15.77***
99260 - Marketing Analyst	32.45
99310 - Mortician	31.44
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	14.98***
99710 - Recycling Laborer	17.76
99711 - Recycling Specialist	21.29
99730 - Refuse Collector	15.91***
99810 - Sales Clerk	13.61***
99820 - School Crossing Guard	15.36***
99830 - Survey Party Chief	26.80
99831 - Surveying Aide	17.53
99832 - Surveying Technician	24.01
99840 - Vending Machine Attendant	18.47
99841 - Vending Machine Repairer	22.55
99842 - Vending Machine Repairer Helper	18.47

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not

currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

specifications;

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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