

2. AMENDMENT/MODIFICATION NO. P00002
 3. EFFECTIVE DATE See Block 16C
 4. REQUISITION/PURCHASE REQ. NO.
 5. PROJECT NO. (If applicable)

6. ISSUED BY CODE 70CDCR
 7. ADMINISTERED BY (If other than Item 6) CODE ICE/DCR

DETENTION COMPLIANCE AND REMOVALS
 ICE Office of Acquisition Management
 500 12th St SW
 WASHINGTON DC 20024
 ICE/Detention Compliance & Removals
 ICE Office of Acquisition Management
 500 12th St SW
 Washington DC 20024

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)
 9A. AMENDMENT OF SOLICITATION NO.

KARNES COUNTY OF
 ATTN [REDACTED]
 101 N PANNA MARIA AVE
 KARNES CITY TX 781182931

9B. DATED (SEE ITEM 11)
 x 10A. MODIFICATION OF CONTRACT/ORDER NO.
 70CDCR24DIG000018

10B. DATED (SEE ITEM 13)
 08/30/2024
 CODE MJKCV3GDC1P1 FACILITY CODE

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: IAW 70CDCR24DIG000018
	D. OTHER (Specify type of modification and authority)

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: MJKCV3GDC1P1
 COR: [REDACTED] Email: [REDACTED]
 ACOR: [REDACTED] Email: [REDACTED]
 ACOR: [REDACTED] [REDACTED]
 CO: [REDACTED] Email: [REDACTED]
 CS: [REDACTED] Email: [REDACTED]

Vendor POC 1: [REDACTED] Email: [REDACTED]
 Vendor POC 2: [REDACTED] Email: [REDACTED]

The purpose of P00002 is the following:
 Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
[REDACTED]	[REDACTED]
15B. [REDACTED]	16B. UNITED STATES OF AMERICA
15C. DATE SIGNED 03-06-2025	[REDACTED] (Signature of Contracting Officer)
	Date: 2025.03.06 15:28:56 -05'00'

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NAME OF OFFEROR OR CONTRACTOR
KARNES COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1. Convert the Karnes County Immigration Processing Center from PBNS 2011 with 2016 standards to a family detention center under modified Family Residential Standards (FRS). The following updated IGSA attachments are applicable:</p> <p>a. P00002-Updated Karnes IGSA FRS. This version replaces the original IGSA. A redlined version is available in the file if needed.</p> <p>b. P00002-Attachment 2a - WD 2015-5311 Revision 25. This document replaces the current WD. The WD is in effect as of 03/05/2025.</p> <p>c. P00002-Attachment 3 - QASP and PRS FRS. This document replaces the current QASP and PRS for PBNS.</p> <p>d. P00002-Attachment 13 - Staffing Plan - Families. This document replaces the current Attachment 13a and 13b.</p> <p>e. P00002-Attachment 13a - Staff Deployment Floor Plan. This document replaces the current Attachment 13c.</p> <p>f. P00002-Attachment 14 - Updated FRC PWS Feb 2025. This version replaces the original PBNS PWS. A redlined version is available in the file if needed.</p> <p>g. P00002-Attachment 14a - FRS Modifications 2025 V2</p> <p>h. P00002-Attachment 15- DSCS Families. This document replaces the current Attachment 15a, b, and c.</p> <p>i. P00002 - Attachment 16 - Classification Flow Chart</p> <p>j. Attachment 12 is removed and no longer applicable to this agreement.</p> <p>k. All other attachments to the original IGSA are not changed and will remain in full effect.</p> <p>2. Update CLINs 0001 and CLIN 0002. The CLINS Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>will not be applicable to this IGSA after this modification is signed. The CLINS values have been reduced as below. In accordance with Article 17 of the IGSA, the service provider may submit an equitable adjustment based on this modification to the agreement.</p> <p>3. Add CLIN 0001a and CLIN 0002a. See details below.</p> <p>4. The service provider will begin accepting families for the capacity of the facility the day this modification is signed utilizing current staff, overtime, and TDY. For the full conversion to FRS, the service provider is allowed 30 days to complete policies and anticipate up to 60 days to ramp up to with additional staff, dependent on the background clearance process.</p> <p>5. All pricing included is applicable for a year from execution of this modification. The service provider may request a rate adjustment no less than 12 months after the effective date of the modification unless required by law, pursuant to a change in applicable standards, or pursuant to a change order. After 12 months, the service provider may request a rate by submitting a new DSCS with a summary of the rate adjustment, breakout of the requested increase amount, and back-up documentation necessary to support the request. If ICE does not receive an official request for a bed day rate adjustment that is supported by the information provided, the fixed bed day rate as stated in this agreement will be in place indefinitely.</p> <p>6. Incorporate IPP invoice instructions below.</p> <p>7. As a result, the total contract value has increased:</p> <p>From: \$ [REDACTED] By: \$ [REDACTED] To: \$ [REDACTED]</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 Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
KARNES COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	<p>ICE. Period of Performance: 09/01/2024 to 08/31/2029</p> <p>Change Item 0001 to read as follows (amount shown is the obligated amount):</p> <p>THIS CLIN IS NO LONGER APPLICABLE AS OF P00002</p> <p>This CLIN is no longer applicable as of the execution of P00002 to convert the facility to a family detention center. The CLIN value is reduced to 8 months of Tier 1 and Tier 2 FOC. As a result, the value of the CLIN has reduced:</p> <p>From: \$ [REDACTED] By: \$ [REDACTED] To: \$ [REDACTED]</p> <p>*****Original Description Below***** Facility Operating Charge (FOC) -</p> <p>Year 1: Tier 1: \$ [REDACTED] Per Month (2 Units) The FOC for 1 year contains costs that are amortized over the 1st year (Base). The project, as proposed by the service provider, is incorporated into the agreement, and listed below:</p> <p>Security Upgrade: Total Cost = [REDACTED] (A one-time cost). This is divided by 12 monthly FOC as:</p> <p>1st Month through the 12th Month of Base Year: FOC = \$ [REDACTED] + \$ [REDACTED] = \$ [REDACTED] (Monthly)</p> <p>Year 1: Tier II; \$ [REDACTED] Per Month (1 Additional Unit)</p> <p>Year 2: Tier 1; \$ [REDACTED] Per Month (2 Units) Year 2: Tier II; \$ [REDACTED] Per Month (1 Additional Unit)</p> <p>Year 3: Tier 1; \$ [REDACTED] Per Month (2 Units) Year 3: Tier II; \$ [REDACTED] Per Month (1 Additional Unit)</p> <p>Year 4: Tier 1; \$ [REDACTED] Per Month (2 Units) Year 4 Tier II; \$ [REDACTED] Per Month (1 Additional Unit)</p> <p>Year 5: Tier 1; \$ [REDACTED] Per Month (2 Units) Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001A	<p>Year 5: Tier II; \$ [REDACTED] Per Month (1 Additional Unit) Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Add Item 0001A as follows:</p> <p>Facility Operating Charge (FOC) - Families</p> <p>Monthly Rate for [REDACTED] beds: [REDACTED]</p> <p>The value of this CLIN is approximately 52 months at the rate specified above. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
0002	<p>Change Item 0002 to read as follows (amount shown is the obligated amount):</p> <p>THIS CLIN IS NO LONGER APPLICABLE AS OF P00002</p> <p>This CLIN is no longer applicable as of the execution of P00002 to convert the facility to a family detention center. The CLIN value is reduced to 8 months of Tier 1 and Tier 2 Bed Day Rate ([REDACTED] + [REDACTED] [REDACTED]). As a result, the value of the CLIN has reduced:</p> <p>From: \$ [REDACTED] By: \$ [REDACTED] To: \$ [REDACTED]</p> <p>*****Original Description Below*****</p> <p>Bed Day Rate</p> <p>Year 1: Tier 1 [REDACTED] @ \$ [REDACTED] per non-citizen Year 1: Tier II ([REDACTED]) @ \$ [REDACTED] per noncitizen</p> <p>Year 2: Tier 1 ([REDACTED]) @ \$ [REDACTED] per non-citizen Year 2: Tier II [REDACTED] @ \$ [REDACTED] per noncitizen</p> <p>Year 3: Tier 1 ([REDACTED]) @ \$ [REDACTED] per non-citizen Continued ...</p>				

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0002A	<p>Year 3: Tier II ([REDACTED] @ \$ [REDACTED] per noncitizen</p> <p>Year 4: Tier 1 ([REDACTED] @ \$ [REDACTED] per non-citizen</p> <p>Year 4: Tier II ([REDACTED] @ \$ [REDACTED] per noncitizen</p> <p>Year 5: Tier 1 ([REDACTED] @ \$ [REDACTED] per non-citizen</p> <p>Year 5: Tier II ([REDACTED] @ \$ [REDACTED] per noncitizen</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Add Item 0002A as follows:</p> <p>Bed Day Rate - Families</p> <p>Year 1: Tier 1 ([REDACTED] @ \$ [REDACTED] per alien</p> <p>The total value of this CLIN is approximately 52 months for the total population: \$ [REDACTED] ([REDACTED])</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>ICE - INVOICE INSTRUCTIONS ERO</p> <p>Beginning December 9, 2024 all invoicing procedures will take place on www.IPP.gov. Vendors must be registered www.IPP.gov. Registration on www.IPP.gov is required to receive payment. Invoices will not be accepted by any other method.</p> <p>1. The contractor shall be active in the System for Award Management (www.SAM.gov) for invoice processing. Besides the information identified below, a proper invoice shall also include; contractor's Unique Entity Identifier (UEI) number; the ICE Program Office; and state whether the invoice is "INTERIM" or "FINAL".</p> <p>2. In accordance with Contract Clauses, FAR 52.212-4 (g) (1), Contract Terms and Conditions - Commercial Items, or FAR 52.232-25 (a) (3), Prompt Payment, as applicable, the information required with each invoice submission is as follows:</p> <p>Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
KARNES COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>"...An invoice must include-</p> <ul style="list-style-type: none"> (i) Name and address of the Contractor. The name, address and UEI number on the invoice MUST match the information in both the Contract/Agreement and the information in SAM; (ii) Unique Entity Identifier (UEI) number; (iii) Invoice date and number; (iv) Contract number, line items and, if applicable, the order number; (v) Description, quantity, unit of measure, unit price and extended price of the items delivered; (vi) Shipping number and date of shipment, including the bill of lading number and weight of shipment if shipped on Government bill of lading; (vii) Terms of any discount for prompt payment offered; (viii) Remit to Address; (ix) Name, title, and phone number of persons to notify in event of defective invoice; (x) ICE Program Office designated on the order/contract/agreement; and (xi) Whether the invoice is "Interim" or "Final" (xii). Electronic Funds Transfer (EFT) banking information in accordance with 52.232-33 Payment by Electronic Funds Transfer - System for Award Management or 52-232-34, Payment by Electronic Funds Transfer - Other than System for Award Management. <p>3. Invoice submission: The above information will be required to complete the invoice submission requirements within IPP. Please refer to www.IPP.gov for additional information on Getting Started, Benefits, Features, and Enrollment.</p> <p>4. Invoice Supporting Documentation. To ensure payment, the vendor must submit supporting documentation which provides substantiation for the invoiced costs to the Contracting Officer Representative (COR) or Point of Contact (POC) identified in the contract. Invoice charges must align with the contract CLINs. Supporting documentation is required when guaranteed minimums are exceeded and when allowable costs are incurred. Details are as follows:</p> <ul style="list-style-type: none"> (i). Guaranteed Minimums. If a guaranteed minimum is not exceeded on a CLIN(s) for the invoice period, no supporting documentation is required. When a guaranteed minimum is exceeded on a CLIN (s) for the invoice period, the Contractor is <p>Continued ...</p>				

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>required to submit invoice supporting documentation for all detention services provided during the invoice period which provides the information described below:</p> <p>a. Detention Bed Space Services</p> <ul style="list-style-type: none"> • Bed day rate; • Detainees check-in and check-out dates; • Number of bed days multiplied by the bed day rate; • Name of each detainee; • Detainees identification information <p>(ii). Allowable Incurred Cost. Fixed Unit Price Items (items for allowable incurred costs, such as transportation services, stationary guard or escort services, transportation mileage or other Minor Charges such as sack lunches and detainee wages): shall be fully supported with documentation substantiating the costs and/or reflecting the established price in the contract and shall be submitted in .pdf format:</p> <p>a. Detention Bed Space Services. For detention bed space CLINs without a GM, the supporting documentation must include:</p> <ul style="list-style-type: none"> • Bed day rate; • Detainees check-in and check-out dates; • Number of bed days multiplied by the bed day rate; • Name of each detainee; • Detainees identification information <p>b. Transportation Services: For transportation CLINs without a GM, the supporting documentation must include:</p> <ul style="list-style-type: none"> • Mileage rate being applied for that invoice; • Number of miles; • Transportation routes provided; • Locations serviced; • Names of detainees transported; • Itemized listing of all other charges; and, • for reimbursable expenses (e.g. travel expenses, special meals, etc.) copies of all receipts. <p>c. Stationary Guard Services: The itemized monthly invoice shall state:</p> <ul style="list-style-type: none"> • The location where the guard services were provided, <p>Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
KARNES COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>• The employee guard names and number of hours being billed,</p> <p>• The employee guard names and duration of the billing (times and dates), and</p> <p>• for individual or detainee group escort services only, the name of the detainee(s) that was/were escorted.</p> <p>d. Other Direct Charges (e.g. VTC support, transportation meals/sack lunches, volunteer detainee wages, etc.):</p> <p>5. The invoice shall include appropriate supporting documentation for any direct charge billed for reimbursement. For charges for detainee support items (e.g. meals, wages, etc.), the supporting documentation should include the name of the detainee(s) supported and the date(s) and amount(s) of support.</p> <p>(iii) Firm Fixed-Price CLINs. Supporting documentation is not required for charges for FFP CLINs.</p> <p>6. Safeguarding Information: As a contractor or vendor conducting business with Immigration and Customs Enforcement (ICE), you are required to comply with DHS Policy regarding the safeguarding of Sensitive Personally Identifiable Information (PII). Sensitive PII is information that identifies an individual, including an alien, and could result in harm, embarrassment, inconvenience, or unfairness. Examples of Sensitive PII include information such as: Social Security Numbers, Alien Registration Numbers (A-Numbers), or combinations of information such as the individuals name or other unique identifier and full date of birth, citizenship, or immigration status.</p> <p>As part of your obligation to safeguard information, the follow precautions are required:</p> <p>(i) Email supporting documents containing Sensitive PII in an encrypted attachment with password sent separately to the Contracting Officer Representative assigned to the contract.</p> <p>(ii) Never leave paper documents containing Sensitive PII unattended and unsecure. When not Continued ...</p>				

NAME OF OFFEROR OR CONTRACTOR
KARNES COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>in use, these documents will be locked in drawers, cabinets, desks, etc. so the information is not accessible to those without a need to know.</p> <p>(iii) Use shredders when discarding paper documents containing Sensitive PII.</p> <p>(iv) Refer to the DHS Handbook for Safeguarding Sensitive Personally Identifiable Information (March 2012) found at http://www.dhs.gov/xlibrary/assets/privacy/dhs-privacy-safeguardingsensitivepiihandbook-march2012.pdf for more information on and/or examples of Sensitive PII.</p> <p>Invoices without the above information may be returned for resubmission.</p>				

"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.: 2015-5311 Revision No.: 25 Date Of Last Revision: 12/23/2024	

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 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 \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
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 \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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: Texas

Area: Texas Counties of De Witt, Gonzales, Karnes, McMullen

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.68***
01012 - Accounting Clerk II		17.59***
01013 - Accounting Clerk III		19.68
01020 - Administrative Assistant		27.11
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		15.41***
01042 - Customer Service Representative II		16.81***
01043 - Customer Service Representative III		18.86
01051 - Data Entry Operator I		15.62***
01052 - Data Entry Operator II		17.04***
01060 - Dispatcher, Motor Vehicle		20.44
01070 - Document Preparation Clerk		15.84***
01090 - Duplicating Machine Operator		15.84***
01111 - General Clerk I		13.99***
01112 - General Clerk II		15.26***
01113 - General Clerk III		17.12***

01120 - Housing Referral Assistant	22.18
01141 - Messenger Courier	12.90***
01191 - Order Clerk I	15.94***
01192 - Order Clerk II	17.39***
01261 - Personnel Assistant (Employment) I	17.33***
01262 - Personnel Assistant (Employment) II	19.38
01263 - Personnel Assistant (Employment) III	21.61
01270 - Production Control Clerk	27.49
01290 - Rental Clerk	16.26***
01300 - Scheduler, Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	19.89
01313 - Secretary III	22.18
01320 - Service Order Dispatcher	18.27
01410 - Supply Technician	27.11
01420 - Survey Worker	17.15***
01460 - Switchboard Operator/Receptionist	14.23***
01531 - Travel Clerk I	15.08***
01532 - Travel Clerk II	16.29***
01533 - Travel Clerk III	18.14
01611 - Word Processor I	15.84***
01612 - Word Processor II	17.78
01613 - Word Processor III	19.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.26
05010 - Automotive Electrician	21.49
05040 - Automotive Glass Installer	20.15
05070 - Automotive Worker	20.15
05110 - Mobile Equipment Servicer	17.52***
05130 - Motor Equipment Metal Mechanic	22.65
05160 - Motor Equipment Metal Worker	20.15
05190 - Motor Vehicle Mechanic	22.65
05220 - Motor Vehicle Mechanic Helper	16.18***
05250 - Motor Vehicle Upholstery Worker	18.84
05280 - Motor Vehicle Wrecker	20.15
05310 - Painter, Automotive	21.49
05340 - Radiator Repair Specialist	20.15
05370 - Tire Repairer	16.85***
05400 - Transmission Repair Specialist	22.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.62***
07041 - Cook I	13.61***
07042 - Cook II	15.66***
07070 - Dishwasher	10.94***
07130 - Food Service Worker	12.17***
07210 - Meat Cutter	15.21***
07260 - Waiter/Waitress	10.01***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.15
09040 - Furniture Handler	12.69***
09080 - Furniture Refinisher	20.15
09090 - Furniture Refinisher Helper	15.32***
09110 - Furniture Repairer, Minor	17.85
09130 - Upholsterer	20.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.23***
11060 - Elevator Operator	13.79***
11090 - Gardener	19.66
11122 - Housekeeping Aide	13.79***
11150 - Janitor	13.79***
11210 - Laborer, Grounds Maintenance	15.00***
11240 - Maid or Houseman	11.50***
11260 - Pruner	13.36***
11270 - Tractor Operator	18.15
11330 - Trail Maintenance Worker	15.00***

11360 - Window Cleaner	15.49***
12000 - Health Occupations	
12010 - Ambulance Driver	16.20***
12011 - Breath Alcohol Technician	22.42
12012 - Certified Occupational Therapist Assistant	37.72
12015 - Certified Physical Therapist Assistant	37.55
12020 - Dental Assistant	18.50
12025 - Dental Hygienist	39.10
12030 - EKG Technician	33.98
12035 - Electroneurodiagnostic Technologist	33.98
12040 - Emergency Medical Technician	16.20***
12071 - Licensed Practical Nurse I	20.04
12072 - Licensed Practical Nurse II	22.42
12073 - Licensed Practical Nurse III	25.00
12100 - Medical Assistant	17.00***
12130 - Medical Laboratory Technician	26.78
12160 - Medical Record Clerk	16.56***
12190 - Medical Record Technician	18.52
12195 - Medical Transcriptionist	18.88
12210 - Nuclear Medicine Technologist	49.27
12221 - Nursing Assistant I	13.18***
12222 - Nursing Assistant II	14.83***
12223 - Nursing Assistant III	16.18***
12224 - Nursing Assistant IV	18.16
12235 - Optical Dispenser	20.22
12236 - Optical Technician	20.04
12250 - Pharmacy Technician	19.45
12280 - Phlebotomist	17.23***
12305 - Radiologic Technologist	30.18
12311 - Registered Nurse I	26.27
12312 - Registered Nurse II	32.13
12313 - Registered Nurse II, Specialist	32.13
12314 - Registered Nurse III	38.88
12315 - Registered Nurse III, Anesthetist	38.88
12316 - Registered Nurse IV	46.60
12317 - Scheduler (Drug and Alcohol Testing)	27.78
12320 - Substance Abuse Treatment Counselor	23.68
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.21
13012 - Exhibits Specialist II	26.29
13013 - Exhibits Specialist III	32.16
13041 - Illustrator I	21.21
13042 - Illustrator II	26.29
13043 - Illustrator III	32.16
13047 - Librarian	29.11
13050 - Library Aide/Clerk	11.22***
13054 - Library Information Technology Systems Administrator	26.29
13058 - Library Technician	14.44***
13061 - Media Specialist I	18.97
13062 - Media Specialist II	21.21
13063 - Media Specialist III	23.66
13071 - Photographer I	18.97
13072 - Photographer II	21.21
13073 - Photographer III	26.29
13074 - Photographer IV	32.01
13075 - Photographer V	38.73
13090 - Technical Order Library Clerk	17.91
13110 - Video Teleconference Technician	19.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.48
14042 - Computer Operator II	20.67
14043 - Computer Operator III	23.05
14044 - Computer Operator IV	25.61
14045 - Computer Operator V	28.36

14071 - Computer Programmer I	(see 1)	24.94
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		18.48
14160 - Personal Computer Support Technician		25.61
14170 - System Support Specialist		28.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.98
15020 - Aircrew Training Devices Instructor (Rated)		42.32
15030 - Air Crew Training Devices Instructor (Pilot)		50.73
15050 - Computer Based Training Specialist / Instructor		34.98
15060 - Educational Technologist		31.27
15070 - Flight Instructor (Pilot)		50.73
15080 - Graphic Artist		22.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.73
15086 - Maintenance Test Pilot, Rotary Wing		50.73
15088 - Non-Maintenance Test/Co-Pilot		50.73
15090 - Technical Instructor		26.59
15095 - Technical Instructor/Course Developer		32.53
15110 - Test Proctor		21.46
15120 - Tutor		21.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.35***
16030 - Counter Attendant		10.35***
16040 - Dry Cleaner		12.16***
16070 - Finisher, Flatwork, Machine		10.35***
16090 - Presser, Hand		10.35***
16110 - Presser, Machine, Drycleaning		10.35***
16130 - Presser, Machine, Shirts		10.35***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.35***
16190 - Sewing Machine Operator		12.78***
16220 - Tailor		13.47***
16250 - Washer, Machine		10.85***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.57
19040 - Tool And Die Maker		29.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.60***
21030 - Material Coordinator		27.49
21040 - Material Expediter		27.49
21050 - Material Handling Laborer		16.28***
21071 - Order Filler		16.51***
21080 - Production Line Worker (Food Processing)		17.60***
21110 - Shipping Packer		18.16
21130 - Shipping/Receiving Clerk		18.16
21140 - Store Worker I		14.28***
21150 - Stock Clerk		20.00
21210 - Tools And Parts Attendant		17.60***
21410 - Warehouse Specialist		17.60***
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.38
23019 - Aircraft Logs and Records Technician		27.32
23021 - Aircraft Mechanic I		32.86
23022 - Aircraft Mechanic II		34.38
23023 - Aircraft Mechanic III		35.93
23040 - Aircraft Mechanic Helper		23.46
23050 - Aircraft, Painter		31.17
23060 - Aircraft Servicer		27.32
23070 - Aircraft Survival Flight Equipment Technician		31.17
23080 - Aircraft Worker		29.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		29.23

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	32.86
II		
23110	- Appliance Mechanic	24.57
23120	- Bicycle Repairer	20.03
23125	- Cable Splicer	35.95
23130	- Carpenter, Maintenance	26.04
23140	- Carpet Layer	23.04
23160	- Electrician, Maintenance	26.36
23181	- Electronics Technician Maintenance I	35.34
23182	- Electronics Technician Maintenance II	37.69
23183	- Electronics Technician Maintenance III	39.73
23260	- Fabric Worker	21.54
23290	- Fire Alarm System Mechanic	24.81
23310	- Fire Extinguisher Repairer	20.03
23311	- Fuel Distribution System Mechanic	25.32
23312	- Fuel Distribution System Operator	19.59
23370	- General Maintenance Worker	17.51***
23380	- Ground Support Equipment Mechanic	32.86
23381	- Ground Support Equipment Servicer	27.32
23382	- Ground Support Equipment Worker	29.23
23391	- Gunsmith I	20.03
23392	- Gunsmith II	23.04
23393	- Gunsmith III	25.90
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.35
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.43
23430	- Heavy Equipment Mechanic	26.38
23440	- Heavy Equipment Operator	22.35
23460	- Instrument Mechanic	25.90
23465	- Laboratory/Shelter Mechanic	24.57
23470	- Laborer	16.28***
23510	- Locksmith	24.57
23530	- Machinery Maintenance Mechanic	28.30
23550	- Machinist, Maintenance	22.25
23580	- Maintenance Trades Helper	16.33***
23591	- Metrology Technician I	25.90
23592	- Metrology Technician II	27.10
23593	- Metrology Technician III	28.32
23640	- Millwright	28.27
23710	- Office Appliance Repairer	24.57
23760	- Painter, Maintenance	20.65
23790	- Pipefitter, Maintenance	25.93
23810	- Plumber, Maintenance	24.60
23820	- Pneudraulic Systems Mechanic	25.90
23850	- Rigger	25.51
23870	- Scale Mechanic	23.04
23890	- Sheet-Metal Worker, Maintenance	25.90
23910	- Small Engine Mechanic	21.16
23931	- Telecommunications Mechanic I	25.74
23932	- Telecommunications Mechanic II	26.93
23950	- Telephone Lineman	30.25
23960	- Welder, Combination, Maintenance	23.31
23965	- Well Driller	24.81
23970	- Woodcraft Worker	25.90
23980	- Woodworker	20.03
24000	- Personal Needs Occupations	
24550	- Case Manager	16.76***
24570	- Child Care Attendant	10.80***
24580	- Child Care Center Clerk	13.47***
24610	- Chore Aide	10.95***
24620	- Family Readiness And Support Services Coordinator	16.76***
24630	- Homemaker	16.76***

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	19.06
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	16.69***
25210 - Water Treatment Plant Operator	19.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.96***
27007 - Baggage Inspector	17.03***
27008 - Corrections Officer	21.78
27010 - Court Security Officer	22.92
27030 - Detection Dog Handler	19.04
27040 - Detention Officer	21.78
27070 - Firefighter	24.06
27101 - Guard I	17.03***
27102 - Guard II	19.04
27131 - Police Officer I	24.05
27132 - Police Officer II	26.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.81***
28042 - Carnival Equipment Repairer	16.05***
28043 - Carnival Worker	10.90***
28210 - Gate Attendant/Gate Tender	16.03***
28310 - Lifeguard	11.06***
28350 - Park Attendant (Aide)	17.93
28510 - Recreation Aide/Health Facility Attendant	13.09***
28515 - Recreation Specialist	22.21
28630 - Sports Official	14.28***
28690 - Swimming Pool Operator	18.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.48
29020 - Hatch Tender	29.48
29030 - Line Handler	29.48
29041 - Stevedore I	27.55
29042 - Stevedore II	31.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.86
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.63
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.83
30021 - Archeological Technician I	19.90
30022 - Archeological Technician II	22.26
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	24.45
30051 - Cryogenic Technician I	30.54
30052 - Cryogenic Technician II	33.73
30061 - Drafter/CAD Operator I	19.90
30062 - Drafter/CAD Operator II	22.26
30063 - Drafter/CAD Operator III	24.82
30064 - Drafter/CAD Operator IV	30.54
30081 - Engineering Technician I	17.94
30082 - Engineering Technician II	20.15
30083 - Engineering Technician III	22.54
30084 - Engineering Technician IV	27.92
30085 - Engineering Technician V	34.15
30086 - Engineering Technician VI	41.33
30090 - Environmental Technician	25.89
30095 - Evidence Control Specialist	27.58
30210 - Laboratory Technician	31.86
30221 - Latent Fingerprint Technician I	30.54
30222 - Latent Fingerprint Technician II	33.73
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	21.80
30362 - Paralegal/Legal Assistant II	27.02
30363 - Paralegal/Legal Assistant III	33.04

30364 - Paralegal/Legal Assistant IV	39.97
30375 - Petroleum Supply Specialist	33.73
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	33.73
30461 - Technical Writer I	27.58
30462 - Technical Writer II	33.73
30463 - Technical Writer III	40.81
30491 - Unexploded Ordnance (UXO) Technician I	29.15
30492 - Unexploded Ordnance (UXO) Technician II	35.26
30493 - Unexploded Ordnance (UXO) Technician III	42.27
30494 - Unexploded (UXO) Safety Escort	29.15
30495 - Unexploded (UXO) Sweep Personnel	29.15
30501 - Weather Forecaster I	30.54
30502 - Weather Forecaster II	37.15
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.82
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.26
31020 - Bus Aide	13.15***
31030 - Bus Driver	18.45
31043 - Driver Courier	15.15***
31260 - Parking and Lot Attendant	11.66***
31290 - Shuttle Bus Driver	14.48***
31310 - Taxi Driver	11.36***
31361 - Truckdriver, Light	16.41***
31362 - Truckdriver, Medium	17.65***
31363 - Truckdriver, Heavy	22.72
31364 - Truckdriver, Tractor-Trailer	22.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19***
99030 - Cashier	11.95***
99050 - Desk Clerk	12.07***
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker I	13.90***
99252 - Laboratory Animal Caretaker II	15.07***
99260 - Marketing Analyst	33.05
99310 - Mortician	29.15
99410 - Pest Controller	20.53
99510 - Photofinishing Worker	15.32***
99710 - Recycling Laborer	16.73***
99711 - Recycling Specialist	19.96
99730 - Refuse Collector	15.00***
99810 - Sales Clerk	14.05***
99820 - School Crossing Guard	16.08***
99830 - Survey Party Chief	25.89
99831 - Surveying Aide	18.03
99832 - Surveying Technician	21.55
99840 - Vending Machine Attendant	21.85
99841 - Vending Machine Repairer	27.24
99842 - Vending Machine Repairer Helper	21.85

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 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. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month*

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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