

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, & 30</i>				1. REQUISITION NUMBER		PAGE OF 1 7	
2. CONTRACT NO. 70CDCR25DIG000022			3. AWARD/ EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER
7. FOR SOLICITATION INFORMATION CALL:			a. NAME		b. TELEPHONE NUMBER (No collect calls)		8. OFFER DUE DATE/LOCAL TIME
9. ISSUED BY DETENTION COMPLIANCE AND REMOVALS ICE Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024			CODE 70CDCR		10. THIS ACQUISITION IS <input checked="" type="checkbox"/> UNRESTRICTED OR <input type="checkbox"/> SET ASIDE: % FOR: <input type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB) <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> ECONOMICALLY DISADVANTAGED WOMEN-OWNED SMALL BUSINESS (EDWOSB) <input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS (SDVOSB) <input type="checkbox"/> 8(A) NORTHAMERICAN INDUSTRY CLASSIFICATION STANDARD (NAICS): 561612 SIZE STANDARD:		
11. DELIVERY FOR FREE ON BOARD (FOB) DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS Net 30		13a. THIS CONTRACT IS A RATED ORDER UNDER THE DEFENSE PRIORITIES AND ALLOCATIONS SYSTEM - DPAS (15 CFR 700)		13b. RATING	
15. DELIVER TO		CODE		16. ADMINISTERED BY ICE/Detention Compliance & Removals ICE Office of Acquisition Management 500 12th St SW Washington DC 20024		CODE ICE/DCR	
17a. CONTRACTOR/ OFFEROR PICKENS COUNTY OF ATTN PO BOX 460 CARROLLTON AL 35447		CODE DLU2FSNJAHU6 FACILITY CODE		18a. PAYMENT WILL BE MADE BY ICE/ERO/FOD/FNL WWW.IPP.GOV		CODE ICE/ERO/FOD/FNL	
TELEPHONE NO. 2053672023				18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM			
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER							
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	UEI: DLU2FSNJAHU6 CONTACT INFORMATION CO: (682)-308- CS: (202) 893- COR: (504) 402- COUNTY INFORMATION Sherrif Jordan Powell, (205)-367- (Use Reverse and/or Attach Additional Sheets as Necessary)						
25. ACCOUNTING AND APPROPRIATION DATA See schedule						26. TOTAL AWARD AMOUNT (For Government Use Only) \$0.00	
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE (FEDERAL ACQUISITION REGULATION) FAR 52.212-1, 52.212-4, FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA						<input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED.	
<input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4, FAR 52.212-5 IS ATTACHED. ADDENDA						<input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED.	
<input type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED.				<input type="checkbox"/> 29. AWARD OF CONTRACT: REFERENCE OFFER DATED YOUR OFFER ON SOLICITATION (BLOCK 5) INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)			
(Type or print) 3 J Powell Shan				Digitally signed by Date: 2025.06.10 06:35:16 -05'00'			
30c. DATE SIGNED				31b. NAME OF CONTRACTING OFFICER (Type or print)			
5-20-25				31c. DATE SIGNED			

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	<p>Sherrif Jordan Powell, [REDACTED], (205)-367-[REDACTED]</p> <p>This is to establish a new Intergovernmental Service Agreement (IGSA) between ICE and Pickens County Detention Center for detention services.</p> <p>Attachments:</p> <p>Attachment Intergovernmental Service Agreement (IGSA) 70CDCR25DIG000022</p> <p>Attachment 1 - Title 29, Part 4 Labor Standards for Federal Service Contracts</p> <p>Attachment 2 - Wage Determination Number:2015-4609 Dated 12/23/2024</p> <p>Attachment 3 - Quality Assurance Surveillance Plan (QASP) and Performance Requirements Summary (PRS) (NDS 2019)</p> <p>Attachment 3A - Contract Discrepancy Report (CDR) Template</p> <p>Attachment 4 - Quality Control Plan</p> <p>Attachment 5A - ORSA Detention Inspection Form Worksheet</p> <p>Attachment 5B - Significant Incident Summary (SIS)</p> <p>Attachment 6 - Prison Rape Elimination Act (PREA) Regulations</p> <p>Attachment 7 - Detention-Transportation Invoice Supporting Documentation Template</p> <p>Attachment 8 - Combatting Trafficking in Persons</p> <p>Attachment 9 - ICE Privacy, Records Management, Continued ...</p>				

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	
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE			32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE	
			32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE	
33. SHIP NUMBER	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
<input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL				
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY		
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 (YY/MM/DD)	42d. TOTAL CONTAINERS

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED

70CDCR25DIG000022

PAGE

OF

3

7

NAME OF OFFEROR OR CONTRACTOR

PICKENS COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	and Safeguarding Controlled Information Attachment 10 -RESERVED Attachment 11 - Transportation Requirements Attachment 11A - Route List Attachment 12 - Staffing Plan Period of Performance: 06/30/2025 to 06/29/2030				
0001	Detention Bed Day Rate \$ [REDACTED] per detainee *UNDER 72 HOUR* Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD				0.00
0002	Guard/Escort Services: Standard Rate: \$ [REDACTED] per hour Overtime Rate: \$ [REDACTED] per hour Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD ICE - INVOICE INSTRUCTIONS ERO 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. 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". 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: "...An invoice must include- (i) Name and address of the Contractor. The name, address and UEI number on the invoice MUST match the information in both the Continued ...				0.00

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR25DIG000022PAGE OF
4 7NAME OF OFFEROR OR CONTRACTOR
PICKENS COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Contract/Agreement and the information in SAM;</p> <p>(ii) Unique Entity Identifier (UEI) number;</p> <p>(iii) Invoice date and number;</p> <p>(iv) Contract number, line items and, if applicable, the order number;</p> <p>(v) Description, quantity, unit of measure, unit price and extended price of the items delivered;</p> <p>(vi) Shipping number and date of shipment, including the bill of lading number and weight of shipment if shipped on Government bill of lading;</p> <p>(vii) Terms of any discount for prompt payment offered;</p> <p>(viii) Remit to Address;</p> <p>(ix) Name, title, and phone number of persons to notify in event of defective invoice;</p> <p>(x) ICE Program Office designated on the order/contract/agreement; and</p> <p>(xi) Whether the invoice is "Interim" or "Final"</p> <p>(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> <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> <p>(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 required to submit invoice supporting</p> <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR25DIG000022

PAGE 5 OF 7

NAME OF OFFEROR OR CONTRACTOR
PICKENS COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>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> <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR25DIG000022

PAGE 6 OF 7

NAME OF OFFEROR OR CONTRACTOR
PICKENS COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<ul style="list-style-type: none"> • The location where the guard services were provided, • The employee guard names and number of hours being billed, • The employee guard names and duration of the billing (times and dates), and • for individual or detainee group escort services only, the name of the detainee(s) that was/were escorted. <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 Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
70CDCR25DIG000022PAGE OF
7 7NAME OF OFFEROR OR CONTRACTOR
PICKENS COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>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 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> <p>The obligated amount of award: \$0.00. The total for this award is shown in box 26.</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.: 2015-4609 Revision No.: 24 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: Alabama

Area: Alabama Counties of Hale, Pickens, Tuscaloosa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.69***
01012 - Accounting Clerk II		20.01
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		29.58
01035 - Court Reporter		20.19
01041 - Customer Service Representative I		14.09***
01042 - Customer Service Representative II		15.37***
01043 - Customer Service Representative III		17.25***
01051 - Data Entry Operator I		15.04***
01052 - Data Entry Operator II		16.41***
01060 - Dispatcher, Motor Vehicle		21.32
01070 - Document Preparation Clerk		16.07***
01090 - Duplicating Machine Operator		16.07***
01111 - General Clerk I		14.43***
01112 - General Clerk II		15.75***
01113 - General Clerk III		17.67***

01120 - Housing Referral Assistant	22.57
01141 - Messenger Courier	12.48***
01191 - Order Clerk I	15.08***
01192 - Order Clerk II	16.46***
01261 - Personnel Assistant (Employment) I	17.97
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	31.36
01290 - Rental Clerk	14.86***
01300 - Scheduler, Maintenance	18.10
01311 - Secretary I	18.10
01312 - Secretary II	20.19
01313 - Secretary III	22.57
01320 - Service Order Dispatcher	19.06
01410 - Supply Technician	29.58
01420 - Survey Worker	17.92
01460 - Switchboard Operator/Receptionist	14.46***
01531 - Travel Clerk I	13.93***
01532 - Travel Clerk II	14.71***
01533 - Travel Clerk III	16.71***
01611 - Word Processor I	16.59***
01612 - Word Processor II	18.62
01613 - Word Processor III	20.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.08
05010 - Automotive Electrician	20.57
05040 - Automotive Glass Installer	19.23
05070 - Automotive Worker	19.23
05110 - Mobile Equipment Servicer	16.51***
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.23
05190 - Motor Vehicle Mechanic	21.96
05220 - Motor Vehicle Mechanic Helper	15.38***
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	19.23
05310 - Painter, Automotive	20.57
05340 - Radiator Repair Specialist	19.23
05370 - Tire Repairer	14.78***
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.98***
07041 - Cook I	13.71***
07042 - Cook II	15.97***
07070 - Dishwasher	11.30***
07130 - Food Service Worker	11.86***
07210 - Meat Cutter	16.23***
07260 - Waiter/Waitress	9.91***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.16
09040 - Furniture Handler	12.19***
09080 - Furniture Refinisher	20.16
09090 - Furniture Refinisher Helper	14.84***
09110 - Furniture Repairer, Minor	17.52***
09130 - Upholsterer	20.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.52***
11060 - Elevator Operator	14.55***
11090 - Gardener	22.29
11122 - Housekeeping Aide	14.55***
11150 - Janitor	14.55***
11210 - Laborer, Grounds Maintenance	16.74***
11240 - Maid or Houseman	11.85***
11260 - Pruner	14.96***
11270 - Tractor Operator	20.43
11330 - Trail Maintenance Worker	16.74***

11360 - Window Cleaner	16.28***
12000 - Health Occupations	
12010 - Ambulance Driver	15.95***
12011 - Breath Alcohol Technician	20.55
12012 - Certified Occupational Therapist Assistant	28.20
12015 - Certified Physical Therapist Assistant	30.16
12020 - Dental Assistant	17.73***
12025 - Dental Hygienist	27.64
12030 - EKG Technician	28.00
12035 - Electroneurodiagnostic Technologist	28.00
12040 - Emergency Medical Technician	15.95***
12071 - Licensed Practical Nurse I	18.37
12072 - Licensed Practical Nurse II	20.55
12073 - Licensed Practical Nurse III	22.92
12100 - Medical Assistant	15.64***
12130 - Medical Laboratory Technician	21.48
12160 - Medical Record Clerk	17.57***
12190 - Medical Record Technician	19.66
12195 - Medical Transcriptionist	18.37
12210 - Nuclear Medicine Technologist	45.17
12221 - Nursing Assistant I	13.05***
12222 - Nursing Assistant II	14.69***
12223 - Nursing Assistant III	16.03***
12224 - Nursing Assistant IV	17.99
12235 - Optical Dispenser	15.69***
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	17.42***
12280 - Phlebotomist	17.06***
12305 - Radiologic Technologist	23.80
12311 - Registered Nurse I	26.01
12312 - Registered Nurse II	31.82
12313 - Registered Nurse II, Specialist	31.82
12314 - Registered Nurse III	38.49
12315 - Registered Nurse III, Anesthetist	38.49
12316 - Registered Nurse IV	46.14
12317 - Scheduler (Drug and Alcohol Testing)	25.47
12320 - Substance Abuse Treatment Counselor	23.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.07
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	33.46
13041 - Illustrator I	22.07
13042 - Illustrator II	27.35
13043 - Illustrator III	33.46
13047 - Librarian	30.29
13050 - Library Aide/Clerk	17.59***
13054 - Library Information Technology Systems Administrator	27.35
13058 - Library Technician	20.58
13061 - Media Specialist I	19.74
13062 - Media Specialist II	22.07
13063 - Media Specialist III	24.62
13071 - Photographer I	19.74
13072 - Photographer II	22.07
13073 - Photographer III	27.35
13074 - Photographer IV	33.46
13075 - Photographer V	40.48
13090 - Technical Order Library Clerk	22.07
13110 - Video Teleconference Technician	19.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.84
14042 - Computer Operator II	21.07
14043 - Computer Operator III	23.49
14044 - Computer Operator IV	26.10
14045 - Computer Operator V	28.90

14071 - Computer Programmer I	(see 1)	23.08
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		18.84
14160 - Personal Computer Support Technician		26.10
14170 - System Support Specialist		28.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.38
15020 - Aircrew Training Devices Instructor (Rated)		37.98
15030 - Air Crew Training Devices Instructor (Pilot)		45.52
15050 - Computer Based Training Specialist / Instructor		32.21
15060 - Educational Technologist		35.44
15070 - Flight Instructor (Pilot)		45.52
15080 - Graphic Artist		23.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.52
15086 - Maintenance Test Pilot, Rotary Wing		45.52
15088 - Non-Maintenance Test/Co-Pilot		45.52
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.23
15120 - Tutor		19.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00***
16030 - Counter Attendant		10.00***
16040 - Dry Cleaner		11.49***
16070 - Finisher, Flatwork, Machine		10.00***
16090 - Presser, Hand		10.00***
16110 - Presser, Machine, Drycleaning		10.00***
16130 - Presser, Machine, Shirts		10.00***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00***
16190 - Sewing Machine Operator		11.99***
16220 - Tailor		12.55***
16250 - Washer, Machine		10.72***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.46
19040 - Tool And Die Maker		31.12
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.24
21030 - Material Coordinator		31.36
21040 - Material Expediter		31.36
21050 - Material Handling Laborer		16.26***
21071 - Order Filler		14.63***
21080 - Production Line Worker (Food Processing)		20.24
21110 - Shipping Packer		20.32
21130 - Shipping/Receiving Clerk		20.32
21140 - Store Worker I		13.02***
21150 - Stock Clerk		18.35
21210 - Tools And Parts Attendant		20.24
21410 - Warehouse Specialist		20.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.78
23019 - Aircraft Logs and Records Technician		21.26
23021 - Aircraft Mechanic I		26.11
23022 - Aircraft Mechanic II		27.78
23023 - Aircraft Mechanic III		29.45
23040 - Aircraft Mechanic Helper		17.98
23050 - Aircraft, Painter		24.46
23060 - Aircraft Servicer		21.26
23070 - Aircraft Survival Flight Equipment Technician		24.46
23080 - Aircraft Worker		22.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		22.87

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	26.11
II	
23110 - Appliance Mechanic	24.46
23120 - Bicycle Repairer	19.62
23125 - Cable Splicer	36.63
23130 - Carpenter, Maintenance	22.12
23140 - Carpet Layer	22.87
23160 - Electrician, Maintenance	26.03
23181 - Electronics Technician Maintenance I	26.11
23182 - Electronics Technician Maintenance II	27.93
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	21.26
23290 - Fire Alarm System Mechanic	24.17
23310 - Fire Extinguisher Repairer	19.62
23311 - Fuel Distribution System Mechanic	26.11
23312 - Fuel Distribution System Operator	19.62
23370 - General Maintenance Worker	18.12
23380 - Ground Support Equipment Mechanic	26.11
23381 - Ground Support Equipment Servicer	21.26
23382 - Ground Support Equipment Worker	22.87
23391 - Gunsmith I	19.62
23392 - Gunsmith II	22.87
23393 - Gunsmith III	26.11
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.53
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.03
23430 - Heavy Equipment Mechanic	28.64
23440 - Heavy Equipment Operator	23.12
23460 - Instrument Mechanic	26.36
23465 - Laboratory/Shelter Mechanic	24.46
23470 - Laborer	16.26***
23510 - Locksmith	24.46
23530 - Machinery Maintenance Mechanic	30.29
23550 - Machinist, Maintenance	23.48
23580 - Maintenance Trades Helper	15.22***
23591 - Metrology Technician I	26.36
23592 - Metrology Technician II	27.78
23593 - Metrology Technician III	29.45
23640 - Millwright	27.97
23710 - Office Appliance Repairer	24.46
23760 - Painter, Maintenance	20.86
23790 - Pipefitter, Maintenance	27.24
23810 - Plumber, Maintenance	25.52
23820 - Pneudraulic Systems Mechanic	26.11
23850 - Rigger	26.11
23870 - Scale Mechanic	22.87
23890 - Sheet-Metal Worker, Maintenance	20.98
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic I	28.74
23932 - Telecommunications Mechanic II	32.39
23950 - Telephone Lineman	25.36
23960 - Welder, Combination, Maintenance	23.80
23965 - Well Driller	26.11
23970 - Woodcraft Worker	26.11
23980 - Woodworker	19.62
24000 - Personal Needs Occupations	
24550 - Case Manager	14.94***
24570 - Child Care Attendant	10.72***
24580 - Child Care Center Clerk	15.30***
24610 - Chore Aide	11.48***
24620 - Family Readiness And Support Services Coordinator	14.94***
24630 - Homemaker	19.50

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.16
25040 - Sewage Plant Operator	22.90
25070 - Stationary Engineer	26.16
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	22.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.21
27007 - Baggage Inspector	15.30***
27008 - Corrections Officer	24.67
27010 - Court Security Officer	26.92
27030 - Detection Dog Handler	17.12***
27040 - Detention Officer	24.67
27070 - Firefighter	29.53
27101 - Guard I	15.30***
27102 - Guard II	17.12***
27131 - Police Officer I	25.73
27132 - Police Officer II	28.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.25***
28042 - Carnival Equipment Repairer	15.55***
28043 - Carnival Worker	10.44***
28210 - Gate Attendant/Gate Tender	19.94
28310 - Lifeguard	14.62***
28350 - Park Attendant (Aide)	22.92
28510 - Recreation Aide/Health Facility Attendant	16.29***
28515 - Recreation Specialist	24.33
28630 - Sports Official	18.26
28690 - Swimming Pool Operator	19.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.53
29020 - Hatch Tender	26.53
29030 - Line Handler	26.53
29041 - Stevedore I	24.66
29042 - Stevedore II	28.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.63
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.47
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.65
30021 - Archeological Technician I	18.42
30022 - Archeological Technician II	20.60
30023 - Archeological Technician III	25.54
30030 - Cartographic Technician	25.54
30040 - Civil Engineering Technician	23.31
30051 - Cryogenic Technician I	28.27
30052 - Cryogenic Technician II	31.22
30061 - Drafter/CAD Operator I	18.42
30062 - Drafter/CAD Operator II	20.60
30063 - Drafter/CAD Operator III	22.97
30064 - Drafter/CAD Operator IV	28.27
30081 - Engineering Technician I	16.64***
30082 - Engineering Technician II	18.67
30083 - Engineering Technician III	20.89
30084 - Engineering Technician IV	25.88
30085 - Engineering Technician V	31.66
30086 - Engineering Technician VI	38.29
30090 - Environmental Technician	25.54
30095 - Evidence Control Specialist	25.54
30210 - Laboratory Technician	27.50
30221 - Latent Fingerprint Technician I	28.27
30222 - Latent Fingerprint Technician II	31.22
30240 - Mathematical Technician	25.54
30361 - Paralegal/Legal Assistant I	21.73
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91

30364 - Paralegal/Legal Assistant IV	39.82
30375 - Petroleum Supply Specialist	31.22
30390 - Photo-Optics Technician	25.54
30395 - Radiation Control Technician	31.22
30461 - Technical Writer I	25.54
30462 - Technical Writer II	31.22
30463 - Technical Writer III	37.78
30491 - Unexploded Ordnance (UXO) Technician I	29.00
30492 - Unexploded Ordnance (UXO) Technician II	35.09
30493 - Unexploded Ordnance (UXO) Technician III	42.06
30494 - Unexploded (UXO) Safety Escort	29.00
30495 - Unexploded (UXO) Sweep Personnel	29.00
30501 - Weather Forecaster I	28.27
30502 - Weather Forecaster II	34.39
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.97
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.54
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.09
31020 - Bus Aide	12.38***
31030 - Bus Driver	17.85
31043 - Driver Courier	17.28***
31260 - Parking and Lot Attendant	12.66***
31290 - Shuttle Bus Driver	14.65***
31310 - Taxi Driver	11.99***
31361 - Truckdriver, Light	18.86
31362 - Truckdriver, Medium	20.43
31363 - Truckdriver, Heavy	23.79
31364 - Truckdriver, Tractor-Trailer	23.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.11***
99030 - Cashier	12.12***
99050 - Desk Clerk	12.39***
99095 - Embalmer	29.00
99130 - Flight Follower	29.00
99251 - Laboratory Animal Caretaker I	17.52***
99252 - Laboratory Animal Caretaker II	19.22
99260 - Marketing Analyst	25.62
99310 - Mortician	29.00
99410 - Pest Controller	20.68
99510 - Photofinishing Worker	15.24***
99710 - Recycling Laborer	19.67
99711 - Recycling Specialist	23.98
99730 - Refuse Collector	17.57***
99810 - Sales Clerk	13.64***
99820 - School Crossing Guard	14.79***
99830 - Survey Party Chief	28.53
99831 - Surveying Aide	17.33***
99832 - Surveying Technician	23.78
99840 - Vending Machine Attendant	20.19
99841 - Vending Machine Repairer	25.68
99842 - Vending Machine Repairer Helper	20.19

***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 8 years, and 4 weeks after 20 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))."