

2. AMENDMENT/MODIFICATION NO. P00004	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) NOBLES COUNTY P O BOX 757 315 10TH ST WORTHINGTON MN 561872315	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. ACD-2-H-1004/
		10B. DATED (SEE ITEM 13) 02/12/2020

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

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

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.)

COR: [REDACTED] 612-843-[REDACTED]
[REDACTED]
Contracting Officer: [REDACTED] 202-731-[REDACTED]
[REDACTED]
Contract Specialist: [REDACTED] 202-731-[REDACTED]
[REDACTED]

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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)	
15B. CONTRACTOR/OFFEROR <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
ACD-2-H-1004//P00004

PAGE OF
2 13

NAME OF OFFEROR OR CONTRACTOR
NOBLES COUNTY

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The purpose of this modification to IGSA ACD-2-H-1004 is to incorporate the attached Department of Labor Wage Determination Number 2015-4963 (Rev. 22), dated 12/27/2022.</p> <p>---</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 Division of
Director Wage Determinations

Wage Determination No.: 2015-4963
Revision No.: 22
Date Of Last Revision: 12/27/2022

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.

<p>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:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</p>
<p>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:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</p>

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: Minnesota

Area: Minnesota Counties of Big Stone, Chippewa, Cottonwood, Jackson, Kandiyohi, Lac Qui Parle, Lincoln, Lyon, McLeod, Meeker, Murray, Nobles, Pipestone, Redwood, Renville, Rock, Swift, Yellow Medicine

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.43
01012 - Accounting Clerk II		18.44
01013 - Accounting Clerk III		20.63
01020 - Administrative Assistant		28.48
01035 - Court Reporter		20.04
01041 - Customer Service Representative I		14.41***
01042 - Customer Service Representative II		15.73***
01043 - Customer Service Representative III		17.65
01051 - Data Entry Operator I		15.32***
01052 - Data Entry Operator II		16.72
01060 - Dispatcher, Motor Vehicle		22.42
01070 - Document Preparation Clerk		18.58
01090 - Duplicating Machine Operator		18.58
01111 - General Clerk I		14.49***

01112 - General Clerk II	15.81***
01113 - General Clerk III	17.74
01120 - Housing Referral Assistant	22.34
01141 - Messenger Courier	17.88
01191 - Order Clerk I	16.62
01192 - Order Clerk II	18.14
01261 - Personnel Assistant (Employment) I	18.35
01262 - Personnel Assistant (Employment) II	20.53
01263 - Personnel Assistant (Employment) III	22.88
01270 - Production Control Clerk	23.18
01290 - Rental Clerk	14.96***
01300 - Scheduler, Maintenance	17.91
01311 - Secretary I	17.91
01312 - Secretary II	20.04
01313 - Secretary III	22.34
01320 - Service Order Dispatcher	20.04
01410 - Supply Technician	28.48
01420 - Survey Worker	18.13
01460 - Switchboard Operator/Receptionist	14.80***
01531 - Travel Clerk I	15.73***
01532 - Travel Clerk II	16.90
01533 - Travel Clerk III	18.15
01611 - Word Processor I	15.96***
01612 - Word Processor II	17.91
01613 - Word Processor III	20.04
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.10
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.90
05070 - Automotive Worker	17.90
05110 - Mobile Equipment Servicer	15.97***
05130 - Motor Equipment Metal Mechanic	19.70
05160 - Motor Equipment Metal Worker	17.90
05190 - Motor Vehicle Mechanic	19.70
05220 - Motor Vehicle Mechanic Helper	15.22***
05250 - Motor Vehicle Upholstery Worker	16.98
05280 - Motor Vehicle Wrecker	17.90
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.90
05370 - Tire Repairer	17.84
05400 - Transmission Repair Specialist	19.70
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.05***
07041 - Cook I	15.99***
07042 - Cook II	17.98
07070 - Dishwasher	11.40***
07130 - Food Service Worker	13.60***
07210 - Meat Cutter	16.69
07260 - Waiter/Waitress	11.40***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.79
09040 - Furniture Handler	15.85***
09080 - Furniture Refinisher	21.99
09090 - Furniture Refinisher Helper	17.52
09110 - Furniture Repairer, Minor	19.99
09130 - Upholsterer	23.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.27***
11060 - Elevator Operator	14.27***
11090 - Gardener	18.97
11122 - Housekeeping Aide	15.84***
11150 - Janitor	15.84***
11210 - Laborer, Grounds Maintenance	15.21***
11240 - Maid or Houseman	13.91***
11260 - Pruner	13.91***

11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	15.21***
11360 - Window Cleaner	17.28
12000 - Health Occupations	
12010 - Ambulance Driver	17.64
12011 - Breath Alcohol Technician	20.23
12012 - Certified Occupational Therapist Assistant	27.75
12015 - Certified Physical Therapist Assistant	24.79
12020 - Dental Assistant	22.93
12025 - Dental Hygienist	36.96
12030 - EKG Technician	30.66
12035 - Electroneurodiagnostic Technologist	30.66
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	18.08
12072 - Licensed Practical Nurse II	20.23
12073 - Licensed Practical Nurse III	22.55
12100 - Medical Assistant	19.09
12130 - Medical Laboratory Technician	27.00
12160 - Medical Record Clerk	20.16
12190 - Medical Record Technician	22.55
12195 - Medical Transcriptionist	22.04
12210 - Nuclear Medicine Technologist	44.46
12221 - Nursing Assistant I	12.50***
12222 - Nursing Assistant II	14.06***
12223 - Nursing Assistant III	15.34***
12224 - Nursing Assistant IV	17.21
12235 - Optical Dispenser	17.65
12236 - Optical Technician	18.08
12250 - Pharmacy Technician	17.62
12280 - Phlebotomist	17.48
12305 - Radiologic Technologist	31.17
12311 - Registered Nurse I	26.08
12312 - Registered Nurse II	31.90
12313 - Registered Nurse II, Specialist	31.90
12314 - Registered Nurse III	38.59
12315 - Registered Nurse III, Anesthetist	38.59
12316 - Registered Nurse IV	46.23
12317 - Scheduler (Drug and Alcohol Testing)	25.06
12320 - Substance Abuse Treatment Counselor	24.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.61
13012 - Exhibits Specialist II	23.06
13013 - Exhibits Specialist III	28.23
13041 - Illustrator I	18.61
13042 - Illustrator II	23.06
13043 - Illustrator III	28.23
13047 - Librarian	25.57
13050 - Library Aide/Clerk	14.32***
13054 - Library Information Technology Systems Administrator	23.06
13058 - Library Technician	19.38
13061 - Media Specialist I	16.65
13062 - Media Specialist II	18.61
13063 - Media Specialist III	20.76
13071 - Photographer I	16.94
13072 - Photographer II	18.94
13073 - Photographer III	23.46
13074 - Photographer IV	28.70
13075 - Photographer V	33.26
13090 - Technical Order Library Clerk	18.61
13110 - Video Teleconference Technician	16.23
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.60
14042 - Computer Operator II	20.80
14043 - Computer Operator III	23.20

14044 - Computer Operator IV	25.77
14045 - Computer Operator V	28.53
14071 - Computer Programmer I	(see 1) 21.42
14072 - Computer Programmer II	(see 1) 26.52
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	18.60
14160 - Personal Computer Support Technician	25.77
14170 - System Support Specialist	29.33
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.91
15020 - Aircrew Training Devices Instructor (Rated)	38.60
15030 - Air Crew Training Devices Instructor (Pilot)	46.28
15050 - Computer Based Training Specialist / Instructor	31.91
15060 - Educational Technologist	33.70
15070 - Flight Instructor (Pilot)	46.28
15080 - Graphic Artist	21.33
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.28
15086 - Maintenance Test Pilot, Rotary Wing	46.28
15088 - Non-Maintenance Test/Co-Pilot	46.28
15090 - Technical Instructor	22.45
15095 - Technical Instructor/Course Developer	27.46
15110 - Test Proctor	18.12
15120 - Tutor	18.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.81***
16030 - Counter Attendant	13.81***
16040 - Dry Cleaner	16.48
16070 - Finisher, Flatwork, Machine	13.81***
16090 - Presser, Hand	13.81***
16110 - Presser, Machine, Drycleaning	13.81***
16130 - Presser, Machine, Shirts	13.81***
16160 - Presser, Machine, Wearing Apparel, Laundry	13.81***
16190 - Sewing Machine Operator	17.44
16220 - Tailor	18.45
16250 - Washer, Machine	14.50***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.51
19040 - Tool And Die Maker	31.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.16
21030 - Material Coordinator	23.18
21040 - Material Expediter	23.18
21050 - Material Handling Laborer	17.56
21071 - Order Filler	14.39***
21080 - Production Line Worker (Food Processing)	21.16
21110 - Shipping Packer	18.31
21130 - Shipping/Receiving Clerk	18.31
21140 - Store Worker I	15.31***
21150 - Stock Clerk	19.91
21210 - Tools And Parts Attendant	21.16
21410 - Warehouse Specialist	21.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.63
23019 - Aircraft Logs and Records Technician	22.71
23021 - Aircraft Mechanic I	26.44
23022 - Aircraft Mechanic II	27.63
23023 - Aircraft Mechanic III	28.82
23040 - Aircraft Mechanic Helper	19.91
23050 - Aircraft, Painter	25.22
23060 - Aircraft Servicer	22.71
23070 - Aircraft Survival Flight Equipment Technician	25.22

23080 - Aircraft Worker	23.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.44
23110 - Appliance Mechanic	25.22
23120 - Bicycle Repairer	21.32
23125 - Cable Splicer	44.80
23130 - Carpenter, Maintenance	22.47
23140 - Carpet Layer	23.96
23160 - Electrician, Maintenance	28.53
23181 - Electronics Technician Maintenance I	24.87
23182 - Electronics Technician Maintenance II	26.17
23183 - Electronics Technician Maintenance III	27.39
23260 - Fabric Worker	22.71
23290 - Fire Alarm System Mechanic	26.44
23310 - Fire Extinguisher Repairer	21.32
23311 - Fuel Distribution System Mechanic	34.21
23312 - Fuel Distribution System Operator	28.60
23370 - General Maintenance Worker	22.02
23380 - Ground Support Equipment Mechanic	26.44
23381 - Ground Support Equipment Servicer	22.71
23382 - Ground Support Equipment Worker	23.96
23391 - Gunsmith I	21.32
23392 - Gunsmith II	23.96
23393 - Gunsmith III	26.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.20
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.51
23430 - Heavy Equipment Mechanic	27.34
23440 - Heavy Equipment Operator	25.70
23460 - Instrument Mechanic	26.44
23465 - Laboratory/Shelter Mechanic	25.22
23470 - Laborer	17.56
23510 - Locksmith	25.22
23530 - Machinery Maintenance Mechanic	27.97
23550 - Machinist, Maintenance	22.67
23580 - Maintenance Trades Helper	14.38***
23591 - Metrology Technician I	26.44
23592 - Metrology Technician II	27.63
23593 - Metrology Technician III	28.82
23640 - Millwright	23.54
23710 - Office Appliance Repairer	22.29
23760 - Painter, Maintenance	21.15
23790 - Pipefitter, Maintenance	29.66
23810 - Plumber, Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	26.44
23850 - Rigger	26.44
23870 - Scale Mechanic	23.96
23890 - Sheet-Metal Worker, Maintenance	28.29
23910 - Small Engine Mechanic	22.61
23931 - Telecommunications Mechanic I	23.92
23932 - Telecommunications Mechanic II	25.62
23950 - Telephone Lineman	21.21
23960 - Welder, Combination, Maintenance	22.61
23965 - Well Driller	26.44
23970 - Woodcraft Worker	26.44
23980 - Woodworker	21.32
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	12.68***
24580 - Child Care Center Clerk	15.80***
24610 - Chore Aide	13.74***
24620 - Family Readiness And Support Services	18.40

Coordinator	
24630 - Homemaker	18.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.30
25040 - Sewage Plant Operator	28.08
25070 - Stationary Engineer	31.30
25190 - Ventilation Equipment Tender	23.57
25210 - Water Treatment Plant Operator	28.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.06
27007 - Baggage Inspector	17.19
27008 - Corrections Officer	24.17
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	19.28
27040 - Detention Officer	24.17
27070 - Firefighter	19.76
27101 - Guard I	17.19
27102 - Guard II	19.28
27131 - Police Officer I	26.47
27132 - Police Officer II	29.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.80***
28042 - Carnival Equipment Repairer	16.91
28043 - Carnival Worker	12.40***
28210 - Gate Attendant/Gate Tender	17.64
28310 - Lifeguard	13.72***
28350 - Park Attendant (Aide)	19.74
28510 - Recreation Aide/Health Facility Attendant	14.41***
28515 - Recreation Specialist	24.46
28630 - Sports Official	15.72***
28690 - Swimming Pool Operator	19.15
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.06
29020 - Hatch Tender	27.06
29030 - Line Handler	27.06
29041 - Stevedore I	25.72
29042 - Stevedore II	28.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.56
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.72
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.84
30021 - Archeological Technician I	18.61
30022 - Archeological Technician II	20.82
30023 - Archeological Technician III	25.80
30030 - Cartographic Technician	25.80
30040 - Civil Engineering Technician	32.45
30051 - Cryogenic Technician I	28.57
30052 - Cryogenic Technician II	31.56
30061 - Drafter/CAD Operator I	18.61
30062 - Drafter/CAD Operator II	20.82
30063 - Drafter/CAD Operator III	23.21
30064 - Drafter/CAD Operator IV	28.57
30081 - Engineering Technician I	16.36
30082 - Engineering Technician II	18.37
30083 - Engineering Technician III	20.56
30084 - Engineering Technician IV	25.46
30085 - Engineering Technician V	31.16
30086 - Engineering Technician VI	37.69
30090 - Environmental Technician	25.80
30095 - Evidence Control Specialist	25.80
30210 - Laboratory Technician	23.02
30221 - Latent Fingerprint Technician I	28.57
30222 - Latent Fingerprint Technician II	31.56
30240 - Mathematical Technician	25.80
30361 - Paralegal/Legal Assistant I	22.76

30362 - Paralegal/Legal Assistant II	28.20
30363 - Paralegal/Legal Assistant III	34.50
30364 - Paralegal/Legal Assistant IV	41.73
30375 - Petroleum Supply Specialist	31.56
30390 - Photo-Optics Technician	25.80
30395 - Radiation Control Technician	31.56
30461 - Technical Writer I	26.66
30462 - Technical Writer II	32.61
30463 - Technical Writer III	39.45
30491 - Unexploded Ordnance (UXO) Technician I	28.32
30492 - Unexploded Ordnance (UXO) Technician II	34.26
30493 - Unexploded Ordnance (UXO) Technician III	41.07
30494 - Unexploded (UXO) Safety Escort	28.32
30495 - Unexploded (UXO) Sweep Personnel	28.32
30501 - Weather Forecaster I	28.57
30502 - Weather Forecaster II	34.75
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.21
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.26
31020 - Bus Aide	13.27***
31030 - Bus Driver	17.65
31043 - Driver Courier	15.71***
31260 - Parking and Lot Attendant	14.05***
31290 - Shuttle Bus Driver	16.82
31310 - Taxi Driver	17.03
31361 - Truckdriver, Light	16.82
31362 - Truckdriver, Medium	17.92
31363 - Truckdriver, Heavy	22.95
31364 - Truckdriver, Tractor-Trailer	22.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.71
99030 - Cashier	11.79***
99050 - Desk Clerk	12.44***
99095 - Embalmer	43.84
99130 - Flight Follower	28.32
99251 - Laboratory Animal Caretaker I	19.55
99252 - Laboratory Animal Caretaker II	20.93
99260 - Marketing Analyst	30.99
99310 - Mortician	43.84
99410 - Pest Controller	24.42
99510 - Photofinishing Worker	14.88***
99710 - Recycling Laborer	20.20
99711 - Recycling Specialist	23.51
99730 - Refuse Collector	18.51
99810 - Sales Clerk	13.81***
99820 - School Crossing Guard	16.85
99830 - Survey Party Chief	27.37
99831 - Surveying Aide	16.00***
99832 - Surveying Technician	20.90
99840 - Vending Machine Attendant	21.40
99841 - Vending Machine Repairer	25.76
99842 - Vending Machine Repairer Helper	21.40

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or

seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 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))."