

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) CHRISTIAN COUNTY OF ATTN [REDACTED] 110 WEST ELM ROOM 70 OZARK MO 65721	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. ACD-4-H-1002,
		10B. DATED (SEE ITEM 13) 06/27/2018

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) IAW ACD-4-H-1002

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] 312-347-[REDACTED]
[REDACTED]@ice.dhs.gov

Contracting Officer: [REDACTED] 202-430-[REDACTED]
[REDACTED]@ice.dhs.gov

Contract Specialist: [REDACTED] 202-731-[REDACTED]
[REDACTED]@ice.dhs.gov

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)
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
ACD-4-H-1002, /P00004

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NAME OF OFFEROR OR CONTRACTOR
CHRISTIAN COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	The purpose of this modification is to incorporate U.S. Department of Labor Wage Determination Number 2015-5087, Revision 18, dated 3/15/2022. ---				

"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.: 2015-5087
Revision No.: 18
Date Of Last Revision: 03/15/2022

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>With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.</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>With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.</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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Missouri

Area: Missouri Counties of Christian Dallas Greene Polk Webster

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14***
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.81
01035 - Court Reporter		17.41
01041 - Customer Service Representative I		13.02***
01042 - Customer Service Representative II		14.64***
01043 - Customer Service Representative III		15.97
01051 - Data Entry Operator I		13.00***
01052 - Data Entry Operator II		14.19***
01060 - Dispatcher Motor Vehicle		23.73
01070 - Document Preparation Clerk		14.43***
01090 - Duplicating Machine Operator		14.43***
01111 - General Clerk I		12.96***
01112 - General Clerk II		14.14***
01113 - General Clerk III		15.87

01120 - Housing Referral Assistant	19.41
01141 - Messenger Courier	13.85***
01191 - Order Clerk I	13.18***
01192 - Order Clerk II	14.38***
01261 - Personnel Assistant (Employment) I	16.65
01262 - Personnel Assistant (Employment) II	18.63
01263 - Personnel Assistant (Employment) III	20.76
01270 - Production Control Clerk	19.21
01290 - Rental Clerk	14.12***
01300 - Scheduler Maintenance	15.57
01311 - Secretary I	15.57
01312 - Secretary II	17.41
01313 - Secretary III	19.41
01320 - Service Order Dispatcher	21.22
01410 - Supply Technician	21.81
01420 - Survey Worker	14.87***
01460 - Switchboard Operator/Receptionist	11.88***
01531 - Travel Clerk I	15.46
01532 - Travel Clerk II	16.69
01533 - Travel Clerk III	17.92
01611 - Word Processor I	14.54***
01612 - Word Processor II	16.32
01613 - Word Processor III	18.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.23
05010 - Automotive Electrician	19.61
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.08
05130 - Motor Equipment Metal Mechanic	20.79
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	20.79
05220 - Motor Vehicle Mechanic Helper	14.83***
05250 - Motor Vehicle Upholstery Worker	17.25
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter Automotive	19.61
05340 - Radiator Repair Specialist	18.38
05370 - Tire Repairer	15.24
05400 - Transmission Repair Specialist	20.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.75***
07041 - Cook I	11.66***
07042 - Cook II	13.33***
07070 - Dishwasher	10.61***
07130 - Food Service Worker	10.72***
07210 - Meat Cutter	14.53***
07260 - Waiter/Waitress	9.58***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.80
09040 - Furniture Handler	11.88***
09080 - Furniture Refinisher	18.80
09090 - Furniture Refinisher Helper	14.22***
09110 - Furniture Repairer Minor	16.54
09130 - Upholsterer	18.80
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.58***
11060 - Elevator Operator	11.87***
11090 - Gardener	16.23
11122 - Housekeeping Aide	11.87***
11150 - Janitor	11.87***
11210 - Laborer Grounds Maintenance	12.51***
11240 - Maid or Houseman	11.17***
11260 - Pruner	11.41***
11270 - Tractor Operator	14.97***
11330 - Trail Maintenance Worker	12.51***

11360 - Window Cleaner	13.07***
12000 - Health Occupations	
12010 - Ambulance Driver	19.01
12011 - Breath Alcohol Technician	19.01
12012 - Certified Occupational Therapist Assistant	28.41
12015 - Certified Physical Therapist Assistant	26.02
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	36.95
12030 - EKG Technician	23.85
12035 - Electroneurodiagnostic Technologist	23.85
12040 - Emergency Medical Technician	19.01
12071 - Licensed Practical Nurse I	17.06
12072 - Licensed Practical Nurse II	19.07
12073 - Licensed Practical Nurse III	21.26
12100 - Medical Assistant	14.01***
12130 - Medical Laboratory Technician	18.87
12160 - Medical Record Clerk	16.47
12190 - Medical Record Technician	18.43
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	38.44
12221 - Nursing Assistant I	12.09***
12222 - Nursing Assistant II	13.59***
12223 - Nursing Assistant III	14.83***
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	16.00
12236 - Optical Technician	17.06
12250 - Pharmacy Technician	14.67***
12280 - Phlebotomist	14.19***
12305 - Radiologic Technologist	24.44
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.19
12313 - Registered Nurse II Specialist	28.19
12314 - Registered Nurse III	34.11
12315 - Registered Nurse III Anesthetist	34.11
12316 - Registered Nurse IV	40.88
12317 - Scheduler (Drug and Alcohol Testing)	23.55
12320 - Substance Abuse Treatment Counselor	16.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.13
13012 - Exhibits Specialist II	22.20
13013 - Exhibits Specialist III	25.99
13041 - Illustrator I	18.13
13042 - Illustrator II	22.20
13043 - Illustrator III	25.99
13047 - Librarian	23.53
13050 - Library Aide/Clerk	12.51***
13054 - Library Information Technology Systems Administrator	21.24
13058 - Library Technician	16.28
13061 - Media Specialist I	15.33
13062 - Media Specialist II	17.15
13063 - Media Specialist III	19.12
13071 - Photographer I	13.45***
13072 - Photographer II	15.34
13073 - Photographer III	19.91
13074 - Photographer IV	24.34
13075 - Photographer V	30.59
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	20.80
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.40
14042 - Computer Operator II	18.35
14043 - Computer Operator III	20.45
14044 - Computer Operator IV	22.71
14045 - Computer Operator V	25.17

14071 - Computer Programmer I	(see 1)	20.54
14072 - Computer Programmer II	(see 1)	25.43
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		16.40
14160 - Personal Computer Support Technician		22.71
14170 - System Support Specialist		27.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices Instructor (Rated)		35.22
15030 - Air Crew Training Devices Instructor (Pilot)		42.22
15050 - Computer Based Training Specialist / Instructor		29.11
15060 - Educational Technologist		26.88
15070 - Flight Instructor (Pilot)		42.22
15080 - Graphic Artist		20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.22
15086 - Maintenance Test Pilot Rotary Wing		42.22
15088 - Non-Maintenance Test/Co-Pilot		42.22
15090 - Technical Instructor		19.58
15095 - Technical Instructor/Course Developer		23.96
15110 - Test Proctor		15.81
15120 - Tutor		15.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		11.27***
16030 - Counter Attendant		11.27***
16040 - Dry Cleaner		13.41***
16070 - Finisher Flatwork Machine		11.27***
16090 - Presser Hand		11.27***
16110 - Presser Machine Drycleaning		11.27***
16130 - Presser Machine Shirts		11.27***
16160 - Presser Machine Wearing Apparel Laundry		11.27***
16190 - Sewing Machine Operator		14.40***
16220 - Tailor		15.40
16250 - Washer Machine		11.81***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.70
19040 - Tool And Die Maker		30.40
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.65
21030 - Material Coordinator		19.21
21040 - Material Expediter		19.21
21050 - Material Handling Laborer		14.71***
21071 - Order Filler		12.72***
21080 - Production Line Worker (Food Processing)		15.65
21110 - Shipping Packer		14.44***
21130 - Shipping/Receiving Clerk		14.44***
21140 - Store Worker I		11.88***
21150 - Stock Clerk		15.96
21210 - Tools And Parts Attendant		15.65
21410 - Warehouse Specialist		15.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.27
23019 - Aircraft Logs and Records Technician		20.61
23021 - Aircraft Mechanic I		24.84
23022 - Aircraft Mechanic II		26.27
23023 - Aircraft Mechanic III		27.62
23040 - Aircraft Mechanic Helper		17.72
23050 - Aircraft Painter		23.43
23060 - Aircraft Servicer		20.61
23070 - Aircraft Survival Flight Equipment Technician		23.43
23080 - Aircraft Worker		21.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.96

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.84
II		
23110	- Appliance Mechanic	24.21
23120	- Bicycle Repairer	19.44
23125	- Cable Splicer	38.93
23130	- Carpenter Maintenance	20.26
23140	- Carpet Layer	23.16
23160	- Electrician Maintenance	27.81
23181	- Electronics Technician Maintenance I	23.59
23182	- Electronics Technician Maintenance II	25.16
23183	- Electronics Technician Maintenance III	26.68
23260	- Fabric Worker	21.74
23290	- Fire Alarm System Mechanic	23.62
23310	- Fire Extinguisher Repairer	20.26
23311	- Fuel Distribution System Mechanic	26.94
23312	- Fuel Distribution System Operator	20.85
23370	- General Maintenance Worker	17.21
23380	- Ground Support Equipment Mechanic	24.84
23381	- Ground Support Equipment Servicer	20.61
23382	- Ground Support Equipment Worker	21.96
23391	- Gunsmith I	20.26
23392	- Gunsmith II	23.16
23393	- Gunsmith III	26.19
23410	- Heating Ventilation And Air-Conditioning Mechanic	21.66
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.91
23430	- Heavy Equipment Mechanic	24.29
23440	- Heavy Equipment Operator	24.54
23460	- Instrument Mechanic	26.19
23465	- Laboratory/Shelter Mechanic	24.70
23470	- Laborer	14.71***
23510	- Locksmith	25.08
23530	- Machinery Maintenance Mechanic	24.47
23550	- Machinist Maintenance	22.21
23580	- Maintenance Trades Helper	14.61***
23591	- Metrology Technician I	26.19
23592	- Metrology Technician II	27.71
23593	- Metrology Technician III	29.13
23640	- Millwright	26.19
23710	- Office Appliance Repairer	17.60
23760	- Painter Maintenance	20.38
23790	- Pipefitter Maintenance	28.53
23810	- Plumber Maintenance	25.38
23820	- Pneudraulic Systems Mechanic	26.19
23850	- Rigger	26.19
23870	- Scale Mechanic	23.16
23890	- Sheet-Metal Worker Maintenance	19.55
23910	- Small Engine Mechanic	21.06
23931	- Telecommunications Mechanic I	27.27
23932	- Telecommunications Mechanic II	28.84
23950	- Telephone Lineman	34.01
23960	- Welder Combination Maintenance	20.87
23965	- Well Driller	26.19
23970	- Woodcraft Worker	26.19
23980	- Woodworker	20.26
24000	- Personal Needs Occupations	
24550	- Case Manager	13.77***
24570	- Child Care Attendant	9.83***
24580	- Child Care Center Clerk	13.26***
24610	- Chore Aide	11.35***
24620	- Family Readiness And Support Services Coordinator	13.77***
24630	- Homemaker	15.27

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.19
25040 - Sewage Plant Operator	20.71
25070 - Stationary Engineer	26.19
25190 - Ventilation Equipment Tender	18.68
25210 - Water Treatment Plant Operator	20.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.83
27007 - Baggage Inspector	14.61***
27008 - Corrections Officer	20.71
27010 - Court Security Officer	18.91
27030 - Detection Dog Handler	18.52
27040 - Detention Officer	20.71
27070 - Firefighter	18.47
27101 - Guard I	14.61***
27102 - Guard II	18.52
27131 - Police Officer I	19.59
27132 - Police Officer II	21.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.00***
28042 - Carnival Equipment Repairer	14.10***
28043 - Carnival Worker	9.87***
28210 - Gate Attendant/Gate Tender	12.73***
28310 - Lifeguard	10.83***
28350 - Park Attendant (Aide)	14.24***
28510 - Recreation Aide/Health Facility Attendant	10.10***
28515 - Recreation Specialist	17.15
28630 - Sports Official	11.34***
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.30
29020 - Hatch Tender	21.30
29030 - Line Handler	21.30
29041 - Stevedore I	19.98
29042 - Stevedore II	22.71
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	18.39
30022 - Archeological Technician II	20.57
30023 - Archeological Technician III	25.48
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	25.48
30051 - Cryogenic Technician I	28.22
30052 - Cryogenic Technician II	31.17
30061 - Drafter/CAD Operator I	18.39
30062 - Drafter/CAD Operator II	20.57
30063 - Drafter/CAD Operator III	22.93
30064 - Drafter/CAD Operator IV	28.22
30081 - Engineering Technician I	15.20
30082 - Engineering Technician II	17.11
30083 - Engineering Technician III	20.33
30084 - Engineering Technician IV	25.19
30085 - Engineering Technician V	30.82
30086 - Engineering Technician VI	37.29
30090 - Environmental Technician	25.48
30095 - Evidence Control Specialist	25.48
30210 - Laboratory Technician	22.70
30221 - Latent Fingerprint Technician I	27.19
30222 - Latent Fingerprint Technician II	30.03
30240 - Mathematical Technician	25.48
30361 - Paralegal/Legal Assistant I	18.02
30362 - Paralegal/Legal Assistant II	22.32
30363 - Paralegal/Legal Assistant III	27.30

30364 - Paralegal/Legal Assistant IV	33.03
30375 - Petroleum Supply Specialist	31.17
30390 - Photo-Optics Technician	25.48
30395 - Radiation Control Technician	31.17
30461 - Technical Writer I	25.25
30462 - Technical Writer II	30.89
30463 - Technical Writer III	37.38
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.22
30502 - Weather Forecaster II	34.33
30620 - Weather Observer Combined Upper Air Or (see 2)	22.93
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.18***
31030 - Bus Driver	19.73
31043 - Driver Courier	15.72
31260 - Parking and Lot Attendant	12.57***
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	12.14***
31361 - Truckdriver Light	16.95
31362 - Truckdriver Medium	18.58
31363 - Truckdriver Heavy	21.28
31364 - Truckdriver Tractor-Trailer	21.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.55***
99050 - Desk Clerk	11.40***
99095 - Embalmer	22.74
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	13.60***
99252 - Laboratory Animal Caretaker II	14.73***
99260 - Marketing Analyst	23.08
99310 - Mortician	22.02
99410 - Pest Controller	15.65
99510 - Photofinishing Worker	13.45***
99710 - Recycling Laborer	19.73
99711 - Recycling Specialist	23.54
99730 - Refuse Collector	17.92
99810 - Sales Clerk	12.63***
99820 - School Crossing Guard	13.23***
99830 - Survey Party Chief	20.86
99831 - Surveying Aide	12.06***
99832 - Surveying Technician	19.98
99840 - Vending Machine Attendant	15.19
99841 - Vending Machine Repairer	19.35
99842 - Vending Machine Repairer Helper	16.06

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 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. (See 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty 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).

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))."