

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES	
			1	5
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)	
P00014	See Block 16C			
6. ISSUED BY	CODE	7. ADMINISTERED BY (If other than Item 6)	CODE	ICE/DCR
	70CDCR			
DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC		ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024		
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)		(X)	9A. AMENDMENT OF SOLICITATION NO.	
COLLIER COUNTY OF 3319 TAMIAMI TRAIL E NAPLES FL 341124901			9B. DATED (SEE ITEM 11)	
		X	10A. MODIFICATION OF CONTRACT/ORDER NO. DROIGSA-07-0024/	
			10B. DATED (SEE ITEM 13)	
CODE	JDQEQ2KWN966	FACILITY CODE	09/24/2007	
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended, ☐ is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.				
12. ACCOUNTING AND APPROPRIATION DATA (If required) See Schedule				
13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.			
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).			
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:			
X	D. OTHER (Specify type of modification and authority) IAW DROIGSA-07-0024			
E. IMPORTANT: Contractor ☒ is not ☐ is required to sign this document and return _____ copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) UEI: JDQEQ2KWN966 Contracting Officer's Representative: [REDACTED] Contracting Officer: [REDACTED] Contract Specialist: [REDACTED]				
The purpose of this modification is to: 1. Update the terms of this agreement. The new rates are hereby set for 36 months, and no rate increase will be considered except for adjustments required to incorporate DOL Wage Determinations. 2. The new bed day rate is \$ [REDACTED] per day. 3. The new transportation hourly rate is \$ [REDACTED], and OT rate is \$ [REDACTED]. 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		
(Signature of person authorized to sign)		ERICA [REDACTED] Contracting Officer		
Previous edition unusable		Digitally signed by [REDACTED] Date: 2025.05.06 11:38:53 -0400		

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NAME OF OFFEROR OR CONTRACTOR
COLLIER COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	4. All other terms and conditions remain unchanged. Period of Performance: 06/01/2025 to 05/31/2026 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 Contract/Agreement and the information in SAM; (ii) Unique Entity Identifier (UEI) number; (iii) Invoice date and number; (iv) Contract number, line items and, if applicable, the order number; (v) Description, quantity, unit of measure, unit price and extended price of the items delivered; (vi) Shipping number and date of shipment, including the bill of lading number and weight of shipment if shipped on Government bill of lading; (vii) Terms of any discount for prompt payment offered; (viii) Remit to Address; (ix) Name, title, and phone number of persons to notify in event of defective invoice; (x) ICE Program Office designated on the order/contract/agreement; and (xi) Whether the invoice is "Interim" or "Final" (xii). Electronic Funds Transfer (EFT) banking information in accordance with 52.232-33 Payment by Electronic Funds Transfer - System for Award Continued ...				

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NAME OF OFFEROR OR CONTRACTOR
COLLIER COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Management or 52-232-34, Payment by Electronic Funds Transfer - Other than System for Award Management. 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. 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: (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 documentation for all detention services provided during the invoice period which provides the information described below: a. Detention Bed Space Services • 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 (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: a. Detention Bed Space Services. For detention bed space CLINs without a GM, the supporting Continued ...				

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NAME OF OFFEROR OR CONTRACTOR
COLLIER COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	documentation must include: • 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 b. Transportation Services: For transportation CLINs without a GM, the supporting documentation must include: • 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. c. Stationary Guard Services: The itemized monthly invoice shall state: • 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. d. Other Direct Charges (e.g. VTC support, transportation meals/sack lunches, volunteer detainee wages, etc.): 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. (iii) Firm Fixed-Price CLINs. Supporting documentation is not required for charges for FFP CLINs. 6. Safeguarding Information: As a Continued ...				

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COLLIER COUNTY OF

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	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. As part of your obligation to safeguard information, the follow precautions are required: (i) Email supporting documents containing Sensitive PII in an encrypted attachment with password sent separately to the Contracting Officer Representative assigned to the contract. (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. (iii) Use shredders when discarding paper documents containing Sensitive PII. (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. Invoices without the above information may be returned for resubmission.				

"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.: 2015-4545 Revision No.: 27 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 Order is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Collier

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.20
01012 - Accounting Clerk II		21.57
01013 - Accounting Clerk III		24.12
01020 - Administrative Assistant		26.97
01035 - Court Reporter		20.78
01041 - Customer Service Representative I		15.26***

01042 - Customer Service Representative II	16.65***
01043 - Customer Service Representative III	18.69
01051 - Data Entry Operator I	17.17***
01052 - Data Entry Operator II	18.73
01060 - Dispatcher, Motor Vehicle	21.15
01070 - Document Preparation Clerk	16.55***
01090 - Duplicating Machine Operator	16.55***
01111 - General Clerk I	16.67***
01112 - General Clerk II	18.17
01113 - General Clerk III	20.42
01120 - Housing Referral Assistant	23.17
01141 - Messenger Courier	17.07***
01191 - Order Clerk I	16.66***
01192 - Order Clerk II	18.18
01261 - Personnel Assistant (Employment) I	17.88
01262 - Personnel Assistant (Employment) II	20.01
01263 - Personnel Assistant (Employment) III	22.31
01270 - Production Control Clerk	23.71
01290 - Rental Clerk	17.49***
01300 - Scheduler, Maintenance	18.58
01311 - Secretary I	18.58
01312 - Secretary II	20.78
01313 - Secretary III	23.17
01320 - Service Order Dispatcher	18.91
01410 - Supply Technician	26.97
01420 - Survey Worker	18.82
01460 - Switchboard Operator/Receptionist	17.97
01531 - Travel Clerk I	20.81
01532 - Travel Clerk II	22.58
01533 - Travel Clerk III	24.18
01611 - Word Processor I	16.55***
01612 - Word Processor II	18.58
01613 - Word Processor III	20.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.06
05010 - Automotive Electrician	21.58
05040 - Automotive Glass Installer	20.13
05070 - Automotive Worker	20.13
05110 - Mobile Equipment Servicer	17.03***
05130 - Motor Equipment Metal Mechanic	23.16
05160 - Motor Equipment Metal Worker	20.13
05190 - Motor Vehicle Mechanic	23.16
05220 - Motor Vehicle Mechanic Helper	15.43***
05250 - Motor Vehicle Upholstery Worker	18.62
05280 - Motor Vehicle Wrecker	20.13
05310 - Painter, Automotive	21.58
05340 - Radiator Repair Specialist	20.13
05370 - Tire Repairer	17.05***
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.63***
07041 - Cook I	18.20
07042 - Cook II	21.51
07070 - Dishwasher	14.74***

07130 - Food Service Worker	16.76***
07210 - Meat Cutter	20.68
07260 - Waiter/Waitress	15.75***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.02
09040 - Furniture Handler	11.93***
09080 - Furniture Refinisher	21.02
09090 - Furniture Refinisher Helper	15.03***
09110 - Furniture Repairer, Minor	18.14
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.36***
11060 - Elevator Operator	15.18***
11090 - Gardener	24.28
11122 - Housekeeping Aide	16.07***
11150 - Janitor	16.07***
11210 - Laborer, Grounds Maintenance	17.46***
11240 - Maid or Houseman	15.71***
11260 - Pruner	15.20***
11270 - Tractor Operator	21.99
11330 - Trail Maintenance Worker	17.46***
11360 - Window Cleaner	18.45
12000 - Health Occupations	
12010 - Ambulance Driver	23.73
12011 - Breath Alcohol Technician	24.55
12012 - Certified Occupational Therapist Assistant	35.65
12015 - Certified Physical Therapist Assistant	34.93
12020 - Dental Assistant	26.19
12025 - Dental Hygienist	47.33
12030 - EKG Technician	32.75
12035 - Electroneurodiagnostic Technologist	32.75
12040 - Emergency Medical Technician	23.73
12071 - Licensed Practical Nurse I	22.41
12072 - Licensed Practical Nurse II	25.07
12073 - Licensed Practical Nurse III	27.96
12100 - Medical Assistant	20.09
12130 - Medical Laboratory Technician	26.39
12160 - Medical Record Clerk	19.95
12190 - Medical Record Technician	22.31
12195 - Medical Transcriptionist	22.41
12210 - Nuclear Medicine Technologist	47.50
12221 - Nursing Assistant I	13.03***
12222 - Nursing Assistant II	14.67***
12223 - Nursing Assistant III	16.00***
12224 - Nursing Assistant IV	17.96
12235 - Optical Dispenser	28.30
12236 - Optical Technician	22.41
12250 - Pharmacy Technician	18.45
12280 - Phlebotomist	18.51
12305 - Radiologic Technologist	31.58
12311 - Registered Nurse I	26.59
12312 - Registered Nurse II	32.53
12313 - Registered Nurse II, Specialist	32.53
12314 - Registered Nurse III	39.35

12315 - Registered Nurse III, Anesthetist	39.35
12316 - Registered Nurse IV	47.16
12317 - Scheduler (Drug and Alcohol Testing)	30.43
12320 - Substance Abuse Treatment Counselor	33.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	29.30
13012 - Exhibits Specialist II	36.31
13013 - Exhibits Specialist III	44.42
13041 - Illustrator I	29.30
13042 - Illustrator II	36.31
13043 - Illustrator III	44.42
13047 - Librarian	40.21
13050 - Library Aide/Clerk	19.10
13054 - Library Information Technology Systems Administrator	36.31
13058 - Library Technician	29.30
13061 - Media Specialist I	26.20
13062 - Media Specialist II	29.30
13063 - Media Specialist III	32.68
13071 - Photographer I	24.12
13072 - Photographer II	26.98
13073 - Photographer III	33.41
13074 - Photographer IV	40.87
13075 - Photographer V	49.46
13090 - Technical Order Library Clerk	23.97
13110 - Video Teleconference Technician	26.18
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.07
14042 - Computer Operator II	24.68
14043 - Computer Operator III	27.53
14044 - Computer Operator IV	30.58
14045 - Computer Operator V	33.87
14071 - Computer Programmer I	(see 1) 25.04
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	22.07
14160 - Personal Computer Support Technician	30.58
14170 - System Support Specialist	34.93
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.92
15020 - Aircrew Training Devices Instructor (Rated)	39.83
15030 - Air Crew Training Devices Instructor (Pilot)	47.19
15050 - Computer Based Training Specialist / Instructor	32.92
15060 - Educational Technologist	40.76
15070 - Flight Instructor (Pilot)	47.19
15080 - Graphic Artist	27.38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.43
15086 - Maintenance Test Pilot, Rotary Wing	46.43
15088 - Non-Maintenance Test/Co-Pilot	46.43
15090 - Technical Instructor	26.00

15095 - Technical Instructor/Course Developer	31.80
15110 - Test Proctor	20.98
15120 - Tutor	20.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.56***
16030 - Counter Attendant	13.56***
16040 - Dry Cleaner	15.81***
16070 - Finisher, Flatwork, Machine	13.56***
16090 - Presser, Hand	13.56***
16110 - Presser, Machine, Drycleaning	13.56***
16130 - Presser, Machine, Shirts	13.56***
16160 - Presser, Machine, Wearing Apparel, Laundry	13.56***
16190 - Sewing Machine Operator	16.47***
16220 - Tailor	17.13***
16250 - Washer, Machine	14.31***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.13
19040 - Tool And Die Maker	31.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.26
21030 - Material Coordinator	23.71
21040 - Material Expediter	23.71
21050 - Material Handling Laborer	17.46***
21071 - Order Filler	17.80
21080 - Production Line Worker (Food Processing)	19.26
21110 - Shipping Packer	19.34
21130 - Shipping/Receiving Clerk	19.34
21140 - Store Worker I	13.13***
21150 - Stock Clerk	18.38
21210 - Tools And Parts Attendant	19.26
21410 - Warehouse Specialist	19.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.42
23019 - Aircraft Logs and Records Technician	23.69
23021 - Aircraft Mechanic I	29.46
23022 - Aircraft Mechanic II	31.42
23023 - Aircraft Mechanic III	33.36
23040 - Aircraft Mechanic Helper	19.62
23050 - Aircraft, Painter	27.44
23060 - Aircraft Servicer	23.69
23070 - Aircraft Survival Flight Equipment Technician	27.44
23080 - Aircraft Worker	25.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.46
23110 - Appliance Mechanic	24.13
23120 - Bicycle Repairer	19.05
23125 - Cable Splicer	25.90
23130 - Carpenter, Maintenance	23.58
23140 - Carpet Layer	22.51
23160 - Electrician, Maintenance	24.71
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.46

23183 - Electronics Technician Maintenance III	27.34
23260 - Fabric Worker	20.82
23290 - Fire Alarm System Mechanic	25.36
23310 - Fire Extinguisher Repairer	19.05
23311 - Fuel Distribution System Mechanic	23.60
23312 - Fuel Distribution System Operator	17.36***
23370 - General Maintenance Worker	21.52
23380 - Ground Support Equipment Mechanic	29.46
23381 - Ground Support Equipment Servicer	23.69
23382 - Ground Support Equipment Worker	25.61
23391 - Gunsmith I	19.05
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.80
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.45
23430 - Heavy Equipment Mechanic	26.72
23440 - Heavy Equipment Operator	22.95
23460 - Instrument Mechanic	25.90
23465 - Laboratory/Shelter Mechanic	24.13
23470 - Laborer	17.46***
23510 - Locksmith	24.02
23530 - Machinery Maintenance Mechanic	25.48
23550 - Machinist, Maintenance	27.38
23580 - Maintenance Trades Helper	18.50
23591 - Metrology Technician I	25.90
23592 - Metrology Technician II	27.62
23593 - Metrology Technician III	29.33
23640 - Millwright	25.90
23710 - Office Appliance Repairer	20.60
23760 - Painter, Maintenance	20.34
23790 - Pipefitter, Maintenance	26.21
23810 - Plumber, Maintenance	24.42
23820 - Pneudraulic Systems Mechanic	25.90
23850 - Rigger	25.90
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	23.55
23910 - Small Engine Mechanic	22.79
23931 - Telecommunications Mechanic I	27.37
23932 - Telecommunications Mechanic II	29.17
23950 - Telephone Lineman	25.90
23960 - Welder, Combination, Maintenance	24.40
23965 - Well Driller	25.90
23970 - Woodcraft Worker	25.90
23980 - Woodworker	19.05
24000 - Personal Needs Occupations	
24550 - Case Manager	18.85
24570 - Child Care Attendant	14.45***
24580 - Child Care Center Clerk	18.90
24610 - Chore Aide	15.64***
24620 - Family Readiness And Support Services Coordinator	18.85
24630 - Homemaker	18.85

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	18.19
25210 - Water Treatment Plant Operator	25.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.78
27007 - Baggage Inspector	17.21***
27008 - Corrections Officer	30.43
27010 - Court Security Officer	30.43
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	30.43
27070 - Firefighter	30.88
27101 - Guard I	17.21***
27102 - Guard II	19.25
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.03
28042 - Carnival Equipment Repairer	21.01
28043 - Carnival Worker	13.16***
28210 - Gate Attendant/Gate Tender	18.93
28310 - Lifeguard	14.60***
28350 - Park Attendant (Aide)	21.17
28510 - Recreation Aide/Health Facility Attendant	15.46***
28515 - Recreation Specialist	26.24
28630 - Sports Official	16.87***
28690 - Swimming Pool Operator	24.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.04
29020 - Hatch Tender	25.04
29030 - Line Handler	25.04
29041 - Stevedore I	22.95
29042 - Stevedore II	27.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
30021 - Archeological Technician I	18.66
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	25.39
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	29.92
30051 - Cryogenic Technician I	28.12
30052 - Cryogenic Technician II	31.06
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	17.93
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	27.90

30085 - Engineering Technician V	34.13
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	25.39
30095 - Evidence Control Specialist	25.39
30210 - Laboratory Technician	22.85
30221 - Latent Fingerprint Technician I	28.12
30222 - Latent Fingerprint Technician II	31.06
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	19.79
30362 - Paralegal/Legal Assistant II	24.53
30363 - Paralegal/Legal Assistant III	30.00
30364 - Paralegal/Legal Assistant IV	36.29
30375 - Petroleum Supply Specialist	31.06
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	31.06
30461 - Technical Writer I	25.39
30462 - Technical Writer II	31.06
30463 - Technical Writer III	37.58
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	28.66
30502 - Weather Forecaster II	34.86
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.28
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	14.37***
31030 - Bus Driver	21.82
31043 - Driver Courier	17.95
31260 - Parking and Lot Attendant	14.33***
31290 - Shuttle Bus Driver	17.21***
31310 - Taxi Driver	16.58***
31361 - Truckdriver, Light	19.82
31362 - Truckdriver, Medium	21.67
31363 - Truckdriver, Heavy	22.91
31364 - Truckdriver, Tractor-Trailer	22.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	14.40***
99050 - Desk Clerk	16.07***
99095 - Embalmer	28.73
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	17.40***
99252 - Laboratory Animal Caretaker II	19.21
99260 - Marketing Analyst	31.95
99310 - Mortician	28.73
99410 - Pest Controller	21.07
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	23.54
99711 - Recycling Specialist	29.66

99730 - Refuse Collector	20.48
99810 - Sales Clerk	15.98***
99820 - School Crossing Guard	15.53***
99830 - Survey Party Chief	26.85
99831 - Surveying Aide	14.62***
99832 - Surveying Technician	23.97
99840 - Vending Machine Attendant	20.47
99841 - Vending Machine Repairer	26.71
99842 - Vending Machine Repairer Helper	20.47

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 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))."