

2. AMENDMENT/MODIFICATION NO. P00011	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6)	CODE 0005CA

DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC	FAA OAKLAND INTERNATIONAL AIRPORT 1 AIRPORT DRIVE OAKLAND CA 94621
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) COLLIER COUNTY OF 3319 TAMIAMI TRAIL E NAPLES FL 341124901 CODE JDQEQ2KWN966 FACILITY CODE	(x) 9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) X 10A. MODIFICATION OF CONTRACT/ORDER NO. DROIGSA-07-0024/ 10B. DATED (SEE ITEM 13) 09/24/2007
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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 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.)
 Contracting Officer's Representative: [REDACTED]@ice.dhs.gov
 Contracting Officer: [REDACTED]@ice.dhs.gov
 Contract Specialist: [REDACTED]@ice.dhs.gov

The Government hereby issues this modification to incorporate the most recent Department of Labor Wage Determination and provide instructions for requesting a price adjustment.

Accordingly,

1. In accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination No. 2015-4545, revision 18, dated 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	15C. DATE SIGNED
_____ (Signature of person authorized to sign)	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DROIGSA-07-0024//P00011

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NAME OF OFFEROR OR CONTRACTOR
COLLIER COUNTY OF

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>03/15/2022 is hereby attached and incorporated with an effective date of 6/1/2021.</p> <p>2. The following payroll data must be submitted to support any request for a price adjustment:</p> <ul style="list-style-type: none"> A. Employee Name and WD Job Classification Title/Number B. Actual hours paid and/or worked C. Actual hourly wage and wage rates used in previous performance period D. Actual H&W wages and rates used in previous performance period E. How was H&W paid? (i.e., cash to employees or paid to third party) F. Applicable workers compensation rate (if H&W was paid in cash to employee) G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax Allowance (SUTA)) <p>3. The Contractor shall notify the Contracting Officer of any price increase claimed under clause 52.222-43 within 30 calendar days of receiving a copy of the completed modification incorporating the new wage determination.</p> <p>4. All other terms and conditions remain unchanged. Period of Performance: 06/01/2021 to 05/31/2022</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4545
Daniel W. Simms Division of | Revision No.: 18
Director Wage Determinations | 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.

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: | 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. |

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: | 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. |

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: 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		26.61
01035 - Court Reporter		18.82

01041 - Customer Service Representative I	13.51***
01042 - Customer Service Representative II	15.12
01043 - Customer Service Representative III	16.54
01051 - Data Entry Operator I	15.58
01052 - Data Entry Operator II	16.99
01060 - Dispatcher Motor Vehicle	18.04
01070 - Document Preparation Clerk	14.65***
01090 - Duplicating Machine Operator	14.65***
01111 - General Clerk I	14.81***
01112 - General Clerk II	16.16
01113 - General Clerk III	18.14
01120 - Housing Referral Assistant	20.88
01141 - Messenger Courier	14.11***
01191 - Order Clerk I	16.48
01192 - Order Clerk II	17.99
01261 - Personnel Assistant (Employment) I	15.88
01262 - Personnel Assistant (Employment) II	18.07
01263 - Personnel Assistant (Employment) III	20.30
01270 - Production Control Clerk	23.67
01290 - Rental Clerk	15.06
01300 - Scheduler Maintenance	16.74
01311 - Secretary I	16.74
01312 - Secretary II	18.73
01313 - Secretary III	20.88
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	26.61
01420 - Survey Worker	18.82
01460 - Switchboard Operator/Receptionist	16.62
01531 - Travel Clerk I	17.67
01532 - Travel Clerk II	19.20
01533 - Travel Clerk III	20.91
01611 - Word Processor I	14.65***
01612 - Word Processor II	16.74
01613 - Word Processor III	18.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.22
05010 - Automotive Electrician	18.53
05040 - Automotive Glass Installer	17.29
05070 - Automotive Worker	17.29
05110 - Mobile Equipment Servicer	14.67***
05130 - Motor Equipment Metal Mechanic	19.91
05160 - Motor Equipment Metal Worker	17.29
05190 - Motor Vehicle Mechanic	19.91
05220 - Motor Vehicle Mechanic Helper	13.46***
05250 - Motor Vehicle Upholstery Worker	16.00
05280 - Motor Vehicle Wrecker	17.29
05310 - Painter Automotive	18.53
05340 - Radiator Repair Specialist	17.29
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	19.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.29
07041 - Cook I	16.53
07042 - Cook II	19.53

07070 - Dishwasher	12.18***
07130 - Food Service Worker	14.23***
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	12.77***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	10.08***
09080 - Furniture Refinisher	17.79
09090 - Furniture Refinisher Helper	12.73***
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.17***
11060 - Elevator Operator	13.17***
11090 - Gardener	22.15
11122 - Housekeeping Aide	14.64***
11150 - Janitor	14.64***
11210 - Laborer Grounds Maintenance	15.93
11240 - Maid or Houseman	13.90***
11260 - Pruner	13.87***
11270 - Tractor Operator	20.07
11330 - Trail Maintenance Worker	15.93
11360 - Window Cleaner	16.82
12000 - Health Occupations	
12010 - Ambulance Driver	21.75
12011 - Breath Alcohol Technician	19.79
12012 - Certified Occupational Therapist Assistant	32.78
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	21.95
12025 - Dental Hygienist	42.47
12030 - EKG Technician	29.99
12035 - Electroneurodiagnostic Technologist	29.99
12040 - Emergency Medical Technician	21.75
12071 - Licensed Practical Nurse I	17.70
12072 - Licensed Practical Nurse II	19.79
12073 - Licensed Practical Nurse III	22.06
12100 - Medical Assistant	18.84
12130 - Medical Laboratory Technician	22.67
12160 - Medical Record Clerk	19.31
12190 - Medical Record Technician	20.47
12195 - Medical Transcriptionist	17.70
12210 - Nuclear Medicine Technologist	43.50
12221 - Nursing Assistant I	11.72***
12222 - Nursing Assistant II	13.17***
12223 - Nursing Assistant III	14.37***
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	25.73
12236 - Optical Technician	17.70
12250 - Pharmacy Technician	15.99
12280 - Phlebotomist	15.83
12305 - Radiologic Technologist	30.28
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II Specialist	29.80

12314 - Registered Nurse III	36.61	
12315 - Registered Nurse III Anesthetist	36.61	
12316 - Registered Nurse IV	43.22	
12317 - Scheduler (Drug and Alcohol Testing)	26.94	
12320 - Substance Abuse Treatment Counselor	33.53	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	26.98	
13012 - Exhibits Specialist II	33.41	
13013 - Exhibits Specialist III	40.87	
13041 - Illustrator I	26.39	
13042 - Illustrator II	32.68	
13043 - Illustrator III	39.98	
13047 - Librarian	37.00	
13050 - Library Aide/Clerk	17.51	
13054 - Library Information Technology Systems Administrator	33.41	
13058 - Library Technician	25.18	
13061 - Media Specialist I	24.12	
13062 - Media Specialist II	26.98	
13063 - Media Specialist III	30.07	
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	22.00	
13110 - Video Teleconference Technician	21.80	
14000 - Information Technology Occupations		
14041 - Computer Operator I	18.05	
14042 - Computer Operator II	20.20	
14043 - Computer Operator III	22.52	
14044 - Computer Operator IV	25.03	
14045 - Computer Operator V	27.71	
14071 - Computer Programmer I	(see 1)	22.76
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	18.05	
14160 - Personal Computer Support Technician	25.03	
14170 - System Support Specialist	29.18	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48	
15020 - Aircrew Training Devices Instructor (Rated)	38.08	
15030 - Air Crew Training Devices Instructor (Pilot)	42.90	
15050 - Computer Based Training Specialist / Instructor	31.48	
15060 - Educational Technologist	31.54	
15070 - Flight Instructor (Pilot)	42.90	
15080 - Graphic Artist	25.96	
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.75	
15086 - Maintenance Test Pilot Rotary Wing	40.75	
15088 - Non-Maintenance Test/Co-Pilot	40.75	

15090 - Technical Instructor	23.70	
15095 - Technical Instructor/Course Developer		28.99
15110 - Test Proctor	19.14	
15120 - Tutor	19.14	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler	10.90***	
16030 - Counter Attendant	10.90***	
16040 - Dry Cleaner	13.55***	
16070 - Finisher Flatwork Machine	10.90***	
16090 - Presser Hand	10.90***	
16110 - Presser Machine Drycleaning	10.90***	
16130 - Presser Machine Shirts	10.90***	
16160 - Presser Machine Wearing Apparel Laundry		10.90***
16190 - Sewing Machine Operator	14.43***	
16220 - Tailor	15.29	
16250 - Washer Machine	11.83***	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.67
19040 - Tool And Die Maker	27.93	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.71	
21030 - Material Coordinator	23.23	
21040 - Material Expediter	23.23	
21050 - Material Handling Laborer	14.54***	
21071 - Order Filler	14.71***	
21080 - Production Line Worker (Food Processing)		15.71
21110 - Shipping Packer	15.04	
21130 - Shipping/Receiving Clerk	15.04	
21140 - Store Worker I	10.67***	
21150 - Stock Clerk	16.28	
21210 - Tools And Parts Attendant	15.71	
21410 - Warehouse Specialist	15.71	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.40	
23019 - Aircraft Logs and Records Technician		22.93
23021 - Aircraft Mechanic I	28.51	
23022 - Aircraft Mechanic II	30.40	
23023 - Aircraft Mechanic III	32.28	
23040 - Aircraft Mechanic Helper	19.00	
23050 - Aircraft Painter	25.14	
23060 - Aircraft Servicer	22.93	
23070 - Aircraft Survival Flight Equipment Technician		25.14
23080 - Aircraft Worker	24.77	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.51
23110 - Appliance Mechanic	21.11	
23120 - Bicycle Repairer	17.11	
23125 - Cable Splicer	24.61	
23130 - Carpenter Maintenance	21.59	
23140 - Carpet Layer	20.97	
23160 - Electrician Maintenance	20.79	
23181 - Electronics Technician Maintenance I		23.75

23182 - Electronics Technician Maintenance II	25.46
23183 - Electronics Technician Maintenance III	27.34
23260 - Fabric Worker	18.71
23290 - Fire Alarm System Mechanic	22.06
23310 - Fire Extinguisher Repairer	17.11
23311 - Fuel Distribution System Mechanic	23.27
23312 - Fuel Distribution System Operator	17.11
23370 - General Maintenance Worker	19.99
23380 - Ground Support Equipment Mechanic	28.51
23381 - Ground Support Equipment Servicer	22.93
23382 - Ground Support Equipment Worker	24.77
23391 - Gunsmith I	17.11
23392 - Gunsmith II	20.22
23393 - Gunsmith III	23.27
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.33
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.87
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	21.52
23460 - Instrument Mechanic	23.27
23465 - Laboratory/Shelter Mechanic	21.67
23470 - Laborer	13.93***
23510 - Locksmith	19.85
23530 - Machinery Maintenance Mechanic	25.38
23550 - Machinist Maintenance	23.17
23580 - Maintenance Trades Helper	14.19***
23591 - Metrology Technician I	23.27
23592 - Metrology Technician II	24.81
23593 - Metrology Technician III	26.35
23640 - Millwright	23.27
23710 - Office Appliance Repairer	18.48
23760 - Painter Maintenance	17.51
23790 - Pipefitter Maintenance	20.76
23810 - Plumber Maintenance	19.33
23820 - Pneudraulic Systems Mechanic	23.27
23850 - Rigger	23.27
23870 - Scale Mechanic	20.22
23890 - Sheet-Metal Worker Maintenance	20.06
23910 - Small Engine Mechanic	21.77
23931 - Telecommunications Mechanic I	24.88
23932 - Telecommunications Mechanic II	26.52
23950 - Telephone Lineman	25.61
23960 - Welder Combination Maintenance	18.69
23965 - Well Driller	20.68
23970 - Woodcraft Worker	23.27
23980 - Woodworker	17.11
24000 - Personal Needs Occupations	
24550 - Case Manager	18.85
24570 - Child Care Attendant	11.45***
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	13.34***
24620 - Family Readiness And Support Services Coordinator	18.85

24630 - Homemaker	18.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.27
25040 - Sewage Plant Operator	25.31
25070 - Stationary Engineer	23.27
25190 - Ventilation Equipment Tender	15.50
25210 - Water Treatment Plant Operator	25.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	14.93***
27008 - Corrections Officer	30.43
27010 - Court Security Officer	30.43
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	30.43
27070 - Firefighter	30.43
27101 - Guard I	14.93***
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.02
28042 - Carnival Equipment Repairer	17.68
28043 - Carnival Worker	11.07***
28210 - Gate Attendant/Gate Tender	17.36
28310 - Lifeguard	14.05***
28350 - Park Attendant (Aide)	19.42
28510 - Recreation Aide/Health Facility Attendant	14.17***
28515 - Recreation Specialist	24.05
28630 - Sports Official	15.46
28690 - Swimming Pool Operator	20.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.76
29020 - Hatch Tender	22.76
29030 - Line Handler	22.76
29041 - Stevedore I	20.86
29042 - Stevedore II	24.67
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	18.66
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	29.92
30051 - Cryogenic Technician I	26.48
30052 - Cryogenic Technician II	28.42
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	23.24	
30095 - Evidence Control Specialist	23.24	
30210 - Laboratory Technician	20.92	
30221 - Latent Fingerprint Technician I	25.74	
30222 - Latent Fingerprint Technician II	28.42	
30240 - Mathematical Technician	25.86	
30361 - Paralegal/Legal Assistant I	19.21	
30362 - Paralegal/Legal Assistant II	23.79	
30363 - Paralegal/Legal Assistant III	29.10	
30364 - Paralegal/Legal Assistant IV	35.22	
30375 - Petroleum Supply Specialist	28.42	
30390 - Photo-Optics Technician	25.86	
30395 - Radiation Control Technician	28.42	
30461 - Technical Writer I	23.91	
30462 - Technical Writer II	29.25	
30463 - Technical Writer III	34.50	
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	28.66	
30502 - Weather Forecaster II	34.86	
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	11.87***	
31030 - Bus Driver	18.04	
31043 - Driver Courier	14.92***	
31260 - Parking and Lot Attendant	11.00***	
31290 - Shuttle Bus Driver	16.58	
31310 - Taxi Driver	16.58	
31361 - Truckdriver Light	16.45	
31362 - Truckdriver Medium	17.99	
31363 - Truckdriver Heavy	19.54	
31364 - Truckdriver Tractor-Trailer	19.54	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	11.90***	
99050 - Desk Clerk	14.93***	
99095 - Embalmer	25.60	
99130 - Flight Follower	25.60	
99251 - Laboratory Animal Caretaker I	13.21***	
99252 - Laboratory Animal Caretaker II	14.59***	
99260 - Marketing Analyst	28.64	
99310 - Mortician	25.60	
99410 - Pest Controller	15.83	
99510 - Photofinishing Worker	13.45***	
99710 - Recycling Laborer	17.68	

99711 - Recycling Specialist	22.28
99730 - Refuse Collector	15.39
99810 - Sales Clerk	13.42***
99820 - School Crossing Guard	12.53***
99830 - Survey Party Chief	25.03
99831 - Surveying Aide	13.63***
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	18.13
99841 - Vending Machine Repairer	23.64
99842 - Vending Machine Repairer Helper	18.13

***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 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: 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))."