

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES 1 2	
2. AMENDMENT/MODIFICATION NO. P00008		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO.	
5. PROJECT NO. (If applicable)		6. ISSUED BY ICE/DCR		7. ADMINISTERED BY (If other than Item 6) ICE/DCR	
ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street, NW WASHINGTON DC 205		ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, Washington DC 205			
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GASTON COUNTY ATTN GASTON COUNTY PO BOX 1578 GASTONIA NC 280531578		(X)		9A. AMENDMENT OF SOLICITATION NO.	
				9B. DATED (SEE ITEM 11)	
		X		10A. MODIFICATION OF CONTRACT/ORDER NO. DROIGSA-07-0006/	
				10B. DATED (SEE ITEM 13) 05/08/2007	
CODE QKY9R8A8D5J6		FACILITY CODE			

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) in accordance with DROIGSA-07-0006

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: QKY9R8A8D5J6

Contracting Officer: _____, 202-732-_____

Contract Specialist: _____, 202-893-_____

Contracting Officer Representative: _____

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 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)

Previous edition unusable

CONTINUATION SHEET	REFERENCE NO. OF DOCUMENT BEING CONTINUED	PAGE	OF
	DROIGSA-07-0006//P00008	2	2

NAME OF OFFEROR OR CONTRACTOR
GASTON COUNTY

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Standards - Price Adjustment, Wage Determination No. 2015-4423, Rev. 25, dated 12/26/2023 is hereby attached and incorporated.</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.</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4423
Revision No.: 25
Date Of Last Revision: 12/26/2023

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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	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered
workers	
an option is exercised) on or after	at least \$17.20 per hour (or the
applicable	
January 30, 2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2024.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered
workers	
or extended on or after January 30,	at least \$12.90 per hour (or the
applicable	
2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2024.

The applicable Executive Order minimum wage rate will be adjusted annually.
Additional
information on contractor requirements and worker protections under the Executive
Orders
is available at www.dol.gov/whd/govcontracts.

States: North Carolina, South Carolina

Area: North Carolina Counties of Cabarrus, Gaston, Iredell, Lincoln,
Mecklenburg, Rowan, Union
South Carolina Counties of Lancaster, York

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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01000 - Administrative Support And Clerical Occupations	
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01011 - Accounting Clerk I	
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17.55	
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01012 - Accounting Clerk II	
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19.72	
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01013 - Accounting Clerk III	
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22.05	
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01020 - Administrative Assistant	
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33.30	
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01035 - Court Reporter	
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25.13	
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01041 - Customer Service Representative I	
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14.97***	
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01042 - Customer Service Representative II	
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16.34***	
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01043 - Customer Service Representative III	
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18.35	
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01051 - Data Entry Operator I	
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15.98***	
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01052 - Data Entry Operator II	
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17.44	
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01060 - Dispatcher, Motor Vehicle	
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20.83	
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01070 - Document Preparation Clerk	
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17.26	
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01090 - Duplicating Machine Operator	
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17.26
 01111 - General Clerk I
14.66***
 01112 - General Clerk II
16.00***
 01113 - General Clerk III
17.97
 01120 - Housing Referral Assistant
24.18
 01141 - Messenger Courier
16.32***
 01191 - Order Clerk I
20.49
 01192 - Order Clerk II
22.36
 01261 - Personnel Assistant (Employment) I
18.57
 01262 - Personnel Assistant (Employment) II
20.77
 01263 - Personnel Assistant (Employment) III
23.14
 01270 - Production Control Clerk
23.12
 01290 - Rental Clerk
17.71
 01300 - Scheduler, Maintenance
19.39
 01311 - Secretary I
19.39
 01312 - Secretary II
21.69
 01313 - Secretary III
24.18
 01320 - Service Order Dispatcher
18.63
 01410 - Supply Technician
33.30
 01420 - Survey Worker
18.35
 01460 - Switchboard Operator/Receptionist
16.42***
 01531 - Travel Clerk I
18.74
 01532 - Travel Clerk II
19.97
 01533 - Travel Clerk III
21.27
 01611 - Word Processor I
19.56
 01612 - Word Processor II

21.94
01613 - Word Processor III
24.55
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
26.51
05010 - Automotive Electrician
22.09
05040 - Automotive Glass Installer
20.89
05070 - Automotive Worker
20.89
05110 - Mobile Equipment Servicer
18.61
05130 - Motor Equipment Metal Mechanic
23.19
05160 - Motor Equipment Metal Worker
20.89
05190 - Motor Vehicle Mechanic
23.19
05220 - Motor Vehicle Mechanic Helper
17.36
05250 - Motor Vehicle Upholstery Worker
19.77
05280 - Motor Vehicle Wrecker
20.89
05310 - Painter, Automotive
22.09
05340 - Radiator Repair Specialist
20.89
05370 - Tire Repairer
16.38***
05400 - Transmission Repair Specialist
23.19
07000 - Food Preparation And Service Occupations
07010 - Baker
13.85***
07041 - Cook I
14.58***
07042 - Cook II
16.37***
07070 - Dishwasher
12.41***
07130 - Food Service Worker
14.03***
07210 - Meat Cutter
18.00
07260 - Waiter/Waitress
10.22***
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter
 20.14
 09040 - Furniture Handler
 11.87***
 09080 - Furniture Refinisher
 17.69
 09090 - Furniture Refinisher Helper
 13.91***
 09110 - Furniture Repairer, Minor
 15.84***
 09130 - Upholsterer
 19.70
 11000 - General Services And Support Occupations
 11030 - Cleaner, Vehicles
 12.25***
 11060 - Elevator Operator
 12.25***
 11090 - Gardener
 20.92
 11122 - Housekeeping Aide
 13.77***
 11150 - Janitor
 13.77***
 11210 - Laborer, Grounds Maintenance
 16.40***
 11240 - Maid or Houseman
 13.21***
 11260 - Pruner
 14.52***
 11270 - Tractor Operator
 19.53
 11330 - Trail Maintenance Worker
 16.40***
 11360 - Window Cleaner
 15.54***
 12000 - Health Occupations
 12010 - Ambulance Driver
 19.59
 12011 - Breath Alcohol Technician
 23.22
 12012 - Certified Occupational Therapist Assistant
 34.19
 12015 - Certified Physical Therapist Assistant
 29.94
 12020 - Dental Assistant
 22.79
 12025 - Dental Hygienist
 39.41
 12030 - EKG Technician
 32.99

12035 - Electroneurodiagnostic Technologist
32.99
12040 - Emergency Medical Technician
19.59
12071 - Licensed Practical Nurse I
20.76
12072 - Licensed Practical Nurse II
23.22
12073 - Licensed Practical Nurse III
25.88
12100 - Medical Assistant
18.78
12130 - Medical Laboratory Technician
25.20
12160 - Medical Record Clerk
19.96
12190 - Medical Record Technician
22.34
12195 - Medical Transcriptionist
18.60
12210 - Nuclear Medicine Technologist
38.87
12221 - Nursing Assistant I
13.02***
12222 - Nursing Assistant II
14.65***
12223 - Nursing Assistant III
15.98***
12224 - Nursing Assistant IV
17.93
12235 - Optical Dispenser
21.67
12236 - Optical Technician
16.04***
12250 - Pharmacy Technician
18.00
12280 - Phlebotomist
18.45
12305 - Radiologic Technologist
30.57
12311 - Registered Nurse I
25.71
12312 - Registered Nurse II
31.44
12313 - Registered Nurse II, Specialist
31.44
12314 - Registered Nurse III
38.04
12315 - Registered Nurse III, Anesthetist
38.04

12316 - Registered Nurse IV
45.60
12317 - Scheduler (Drug and Alcohol Testing)
28.77
12320 - Substance Abuse Treatment Counselor
23.72
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
21.40
13012 - Exhibits Specialist II
26.53
13013 - Exhibits Specialist III
32.44
13041 - Illustrator I
21.40
13042 - Illustrator II
26.53
13043 - Illustrator III
32.44
13047 - Librarian
29.37
13050 - Library Aide/Clerk
14.49***
13054 - Library Information Technology Systems
26.53
Administrator
13058 - Library Technician
18.90
13061 - Media Specialist I
19.14
13062 - Media Specialist II
21.40
13063 - Media Specialist III
23.86
13071 - Photographer I
17.45
13072 - Photographer II
19.51
13073 - Photographer III
24.18
13074 - Photographer IV
29.58
13075 - Photographer V
35.78
13090 - Technical Order Library Clerk
18.20
13110 - Video Teleconference Technician
23.97
14000 - Information Technology Occupations
14041 - Computer Operator I

21.34
 14042 - Computer Operator II
 23.90
 14043 - Computer Operator III
 26.63
 14044 - Computer Operator IV
 29.59
 14045 - Computer Operator V
 32.53
 14071 - Computer Programmer I (see 1)
 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
 21.34
 14160 - Personal Computer Support Technician
 29.59
 14170 - System Support Specialist
 35.09
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 35.28
 15020 - Aircrew Training Devices Instructor (Rated)
 42.68
 15030 - Air Crew Training Devices Instructor (Pilot)
 51.17
 15050 - Computer Based Training Specialist / Instructor
 35.28
 15060 - Educational Technologist
 30.02
 15070 - Flight Instructor (Pilot)
 51.17
 15080 - Graphic Artist
 26.72
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 51.17
 15086 - Maintenance Test Pilot, Rotary Wing
 51.17
 15088 - Non-Maintenance Test/Co-Pilot
 51.17

15090 - Technical Instructor
27.75
15095 - Technical Instructor/Course Developer
33.95
15110 - Test Proctor
22.41
15120 - Tutor
22.41
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
10.46***
16030 - Counter Attendant
10.46***
16040 - Dry Cleaner
12.97***
16070 - Finisher, Flatwork, Machine
10.46***
16090 - Presser, Hand
10.46***
16110 - Presser, Machine, Drycleaning
10.46***
16130 - Presser, Machine, Shirts
10.46***
16160 - Presser, Machine, Wearing Apparel, Laundry
10.46***
16190 - Sewing Machine Operator
13.77***
16220 - Tailor
14.52***
16250 - Washer, Machine
11.24***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
23.66
19040 - Tool And Die Maker
28.58
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
18.71
21030 - Material Coordinator
23.12
21040 - Material Expediter
23.12
21050 - Material Handling Laborer
16.30***
21071 - Order Filler
15.22***
21080 - Production Line Worker (Food Processing)
18.71
21110 - Shipping Packer

17.81
21130 - Shipping/Receiving Clerk
17.81
21140 - Store Worker I
12.89***
21150 - Stock Clerk
18.31
21210 - Tools And Parts Attendant
18.71
21410 - Warehouse Specialist
18.71
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
43.21
23019 - Aircraft Logs and Records Technician
34.96
23021 - Aircraft Mechanic I
41.13
23022 - Aircraft Mechanic II
43.21
23023 - Aircraft Mechanic III
45.38
23040 - Aircraft Mechanic Helper
31.30
23050 - Aircraft, Painter
39.97
23060 - Aircraft Servicer
34.96
23070 - Aircraft Survival Flight Equipment Technician
39.97
23080 - Aircraft Worker
37.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
35.90
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
41.13
II
23110 - Appliance Mechanic
21.91
23120 - Bicycle Repairer
17.35
23125 - Cable Splicer
36.72
23130 - Carpenter, Maintenance
22.49
23140 - Carpet Layer
23.56
23160 - Electrician, Maintenance
23.81

23181 - Electronics Technician Maintenance I
 28.77
 23182 - Electronics Technician Maintenance II
 30.41
 23183 - Electronics Technician Maintenance III
 31.93
 23260 - Fabric Worker
 22.08
 23290 - Fire Alarm System Mechanic
 23.95
 23310 - Fire Extinguisher Repairer
 20.78
 23311 - Fuel Distribution System Mechanic
 30.07
 23312 - Fuel Distribution System Operator
 24.13
 23370 - General Maintenance Worker
 22.28
 23380 - Ground Support Equipment Mechanic
 41.13
 23381 - Ground Support Equipment Servicer
 34.96
 23382 - Ground Support Equipment Worker
 37.03
 23391 - Gunsmith I
 20.78
 23392 - Gunsmith II
 23.34
 23393 - Gunsmith III
 25.90
 23410 - Heating, Ventilation And Air-Conditioning
 23.63
 Mechanic
 23411 - Heating, Ventilation And Air Contidioning
 24.81
 Mechanic (Research Facility)
 23430 - Heavy Equipment Mechanic
 27.42
 23440 - Heavy Equipment Operator
 22.36
 23460 - Instrument Mechanic
 29.63
 23465 - Laboratory/Shelter Mechanic
 24.67
 23470 - Laborer
 16.30***
 23510 - Locksmith
 20.43
 23530 - Machinery Maintenance Mechanic
 28.82

23550 - Machinist, Maintenance
22.55
23580 - Maintenance Trades Helper
16.57***
23591 - Metrology Technician I
29.63
23592 - Metrology Technician II
31.11
23593 - Metrology Technician III
32.56
23640 - Millwright
27.89
23710 - Office Appliance Repairer
20.42
23760 - Painter, Maintenance
18.01
23790 - Pipefitter, Maintenance
25.12
23810 - Plumber, Maintenance
23.92
23820 - Pneudraulic Systems Mechanic
25.90
23850 - Rigger
26.13
23870 - Scale Mechanic
23.34
23890 - Sheet-Metal Worker, Maintenance
21.95
23910 - Small Engine Mechanic
20.10
23931 - Telecommunications Mechanic I
27.94
23932 - Telecommunications Mechanic II
29.33
23950 - Telephone Lineman
24.79
23960 - Welder, Combination, Maintenance
22.80
23965 - Well Driller
24.93
23970 - Woodcraft Worker
25.90
23980 - Woodworker
20.78
24000 - Personal Needs Occupations
24550 - Case Manager
17.89
24570 - Child Care Attendant
12.42***
24580 - Child Care Center Clerk

15.49***
24610 - Chore Aide
12.36***
24620 - Family Readiness And Support Services
17.89
Coordinator
24630 - Homemaker
17.89
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
27.06
25040 - Sewage Plant Operator
23.92
25070 - Stationary Engineer
27.06
25190 - Ventilation Equipment Tender
19.73
25210 - Water Treatment Plant Operator
23.92
27000 - Protective Service Occupations
27004 - Alarm Monitor
19.52
27007 - Baggage Inspector
13.94***
27008 - Corrections Officer
21.87
27010 - Court Security Officer
18.75
27030 - Detection Dog Handler
15.59***
27040 - Detention Officer
21.87
27070 - Firefighter
18.54
27101 - Guard I
13.94***
27102 - Guard II
15.59***
27131 - Police Officer I
25.35
27132 - Police Officer II
28.18
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
14.83***
28042 - Carnival Equipment Repairer
15.89***
28043 - Carnival Worker
11.01***
28210 - Gate Attendant/Gate Tender

18.57
28310 - Lifeguard
13.72***
28350 - Park Attendant (Aide)
20.76
28510 - Recreation Aide/Health Facility Attendant
15.15***
28515 - Recreation Specialist
25.73
28630 - Sports Official
16.53***
28690 - Swimming Pool Operator
17.84
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
26.88
29020 - Hatch Tender
26.88
29030 - Line Handler
26.88
29041 - Stevedore I
25.45
29042 - Stevedore II
28.41
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
43.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
30.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
33.30
30021 - Archeological Technician I
18.79
30022 - Archeological Technician II
21.14
30023 - Archeological Technician III
26.20
30030 - Cartographic Technician
26.20
30040 - Civil Engineering Technician
25.35
30051 - Cryogenic Technician I
28.83
30052 - Cryogenic Technician II
31.84
30061 - Drafter/CAD Operator I
18.79
30062 - Drafter/CAD Operator II
21.14
30063 - Drafter/CAD Operator III

23.57
30064 - Drafter/CAD Operator IV
28.83
30081 - Engineering Technician I
16.35***
30082 - Engineering Technician II
18.36
30083 - Engineering Technician III
20.53
30084 - Engineering Technician IV
25.45
30085 - Engineering Technician V
31.12
30086 - Engineering Technician VI
37.65
30090 - Environmental Technician
22.85
30095 - Evidence Control Specialist
26.20
30210 - Laboratory Technician
24.23
30221 - Latent Fingerprint Technician I
23.69
30222 - Latent Fingerprint Technician II
26.16
30240 - Mathematical Technician
26.57
30361 - Paralegal/Legal Assistant I
22.04
30362 - Paralegal/Legal Assistant II
27.31
30363 - Paralegal/Legal Assistant III
33.41
30364 - Paralegal/Legal Assistant IV
40.44
30375 - Petroleum Supply Specialist
32.05
30390 - Photo-Optics Technician
26.20
30395 - Radiation Control Technician
32.05
30461 - Technical Writer I
25.10
30462 - Technical Writer II
30.69
30463 - Technical Writer III
37.13
30491 - Unexploded Ordnance (UXO) Technician I
27.87
30492 - Unexploded Ordnance (UXO) Technician II

33.72
 30493 - Unexploded Ordnance (UXO) Technician III
 40.41
 30494 - Unexploded (UXO) Safety Escort
 27.87
 30495 - Unexploded (UXO) Sweep Personnel
 27.87
 30501 - Weather Forecaster I
 28.83
 30502 - Weather Forecaster II
 35.06
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 23.57
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 26.04
 31000 - Transportation/Mobile Equipment Operation Occupations
 31010 - Airplane Pilot
 33.72
 31020 - Bus Aide
 15.03***
 31030 - Bus Driver
 21.37
 31043 - Driver Courier
 16.96***
 31260 - Parking and Lot Attendant
 13.42***
 31290 - Shuttle Bus Driver
 16.78***
 31310 - Taxi Driver
 15.19***
 31361 - Truckdriver, Light
 18.18
 31362 - Truckdriver, Medium
 19.32
 31363 - Truckdriver, Heavy
 24.07
 31364 - Truckdriver, Tractor-Trailer
 24.07
 99000 - Miscellaneous Occupations
 99020 - Cabin Safety Specialist
 16.44***
 99030 - Cashier
 12.21***
 99050 - Desk Clerk
 12.83***
 99095 - Embalmer
 30.68
 99130 - Flight Follower
 27.87

99251 - Laboratory Animal Caretaker I
 14.92***
 99252 - Laboratory Animal Caretaker II
 15.99***
 99260 - Marketing Analyst
 35.42
 99310 - Mortician
 30.68
 99410 - Pest Controller
 17.91
 99510 - Photofinishing Worker
 17.17***
 99710 - Recycling Laborer
 22.66
 99711 - Recycling Specialist
 26.99
 99730 - Refuse Collector
 20.06
 99810 - Sales Clerk
 13.93***
 99820 - School Crossing Guard
 14.11***
 99830 - Survey Party Chief
 24.61
 99831 - Surveying Aide
 16.59***
 99832 - Surveying Technician
 22.73
 99840 - Vending Machine Attendant
 17.77
 99841 - Vending Machine Repairer
 21.38
 99842 - Vending Machine Repairer Helper
 17.77

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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: 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))."