

2. AMENDMENT/MODIFICATION NO. P00013	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CABARRUS COUNTY OF ATTN CABARRUS COUNTY OF PO BOX 707 CONCORD NC 280260707	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. DROIGSA-09-0021/
		10B. DATED (SEE ITEM 13) 04/17/2009
CODE PF3KTEELMHV6	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 telegram which includes a reference to the solicitation and amendment numbers. FA LURE 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. ACCOUNT NG 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 MODIF ED TO REFLECT THE ADM NISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH N ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)
X	In accordance with IGSA DROIGSA-09-0021

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: [REDACTED]@ice.dhs.gov
 Contract Specialist: [REDACTED]@ice.dhs.gov
 Contracting Officer Representative: [REDACTED]@ice.dhs.gov
 Cabarrus POC: [REDACTED]@cabarruscounty.us

The purpose of this modification is to:
 1) Incorporate the most recent Department of Labor (DOL) Wage Determination (WD), #2015-4423 Rev. 22, dated 12/27/2022; and
 2) Extend the Period of Performance through January 31, 2024.

Accordingly,
 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-09-0021//P00013

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NAME OF OFFEROR OR CONTRACTOR
CABARRUS COUNTY OF

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1. In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards -Price Adjustment, the above listed WD is hereby attached and incorporated with an effective date of 2/1/2023.</p> <p>2. The following payroll data must be submitted to support any request for 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 employees) 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 Contacting 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>All other terms and conditions remain unchanged Period of Performance: 04/07/2009 to 01/31/2024</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
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Daniel W. Simms Director		Division of Wage Determinations
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Wage Determination No.: 2015-4423
Revision No.: 22
Date Of Last Revision: 12/27/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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 \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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 \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.30
01012 - Accounting Clerk II		18.31
01013 - Accounting Clerk III		20.47
01020 - Administrative Assistant		30.27
01035 - Court Reporter		23.55
01041 - Customer Service Representative I		14.73***
01042 - Customer Service Representative II		16.13***
01043 - Customer Service Representative III		18.06
01051 - Data Entry Operator I		15.85***
01052 - Data Entry Operator II		17.28
01060 - Dispatcher, Motor Vehicle		19.93
01070 - Document Preparation Clerk		17.26
01090 - Duplicating Machine Operator		17.26
01111 - General Clerk I		14.46***

01112 - General Clerk II	15.77***
01113 - General Clerk III	17.70
01120 - Housing Referral Assistant	22.66
01141 - Messenger Courier	14.84***
01191 - Order Clerk I	18.63
01192 - Order Clerk II	20.33
01261 - Personnel Assistant (Employment) I	16.88
01262 - Personnel Assistant (Employment) II	18.88
01263 - Personnel Assistant (Employment) III	21.04
01270 - Production Control Clerk	22.73
01290 - Rental Clerk	16.76
01300 - Scheduler, Maintenance	17.63
01311 - Secretary I	17.63
01312 - Secretary II	19.88
01313 - Secretary III	22.66
01320 - Service Order Dispatcher	17.81
01410 - Supply Technician	30.27
01420 - Survey Worker	18.35
01460 - Switchboard Operator/Receptionist	15.15***
01531 - Travel Clerk I	18.25
01532 - Travel Clerk II	19.45
01533 - Travel Clerk III	20.72
01611 - Word Processor I	17.78
01612 - Word Processor II	19.95
01613 - Word Processor III	22.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.51
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.44
05070 - Automotive Worker	20.44
05110 - Mobile Equipment Servicer	18.21
05130 - Motor Equipment Metal Mechanic	22.69
05160 - Motor Equipment Metal Worker	20.44
05190 - Motor Vehicle Mechanic	22.69
05220 - Motor Vehicle Mechanic Helper	16.98
05250 - Motor Vehicle Upholstery Worker	19.35
05280 - Motor Vehicle Wrecker	20.44
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.44
05370 - Tire Repairer	15.95***
05400 - Transmission Repair Specialist	22.69
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85***
07041 - Cook I	13.95***
07042 - Cook II	15.66***
07070 - Dishwasher	11.33***
07130 - Food Service Worker	13.29***
07210 - Meat Cutter	18.00
07260 - Waiter/Waitress	9.67***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.29
09040 - Furniture Handler	11.87***
09080 - Furniture Refinisher	17.47
09090 - Furniture Refinisher Helper	13.74***
09110 - Furniture Repairer, Minor	15.64***
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.33***
11060 - Elevator Operator	11.33***
11090 - Gardener	19.02
11122 - Housekeeping Aide	13.01***
11150 - Janitor	13.01***
11210 - Laborer, Grounds Maintenance	14.91***
11240 - Maid or Houseman	12.59***
11260 - Pruner	13.20***

11270 - Tractor Operator	17.75
11330 - Trail Maintenance Worker	14.91***
11360 - Window Cleaner	14.70***
12000 - Health Occupations	
12010 - Ambulance Driver	19.59
12011 - Breath Alcohol Technician	21.11
12012 - Certified Occupational Therapist Assistant	31.43
12015 - Certified Physical Therapist Assistant	29.60
12020 - Dental Assistant	22.79
12025 - Dental Hygienist	38.91
12030 - EKG Technician	32.99
12035 - Electroneurodiagnostic Technologist	32.99
12040 - Emergency Medical Technician	19.59
12071 - Licensed Practical Nurse I	18.87
12072 - Licensed Practical Nurse II	21.11
12073 - Licensed Practical Nurse III	23.53
12100 - Medical Assistant	18.11
12130 - Medical Laboratory Technician	25.04
12160 - Medical Record Clerk	18.15
12190 - Medical Record Technician	20.31
12195 - Medical Transcriptionist	18.60
12210 - Nuclear Medicine Technologist	36.89
12221 - Nursing Assistant I	11.84***
12222 - Nursing Assistant II	13.32***
12223 - Nursing Assistant III	14.53***
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	21.64
12236 - Optical Technician	16.04***
12250 - Pharmacy Technician	17.59
12280 - Phlebotomist	18.06
12305 - Radiologic Technologist	29.10
12311 - Registered Nurse I	24.54
12312 - Registered Nurse II	30.02
12313 - Registered Nurse II, Specialist	30.02
12314 - Registered Nurse III	36.31
12315 - Registered Nurse III, Anesthetist	36.31
12316 - Registered Nurse IV	43.53
12317 - Scheduler (Drug and Alcohol Testing)	26.15
12320 - Substance Abuse Treatment Counselor	23.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.34
13012 - Exhibits Specialist II	26.44
13013 - Exhibits Specialist III	32.35
13041 - Illustrator I	21.34
13042 - Illustrator II	26.44
13043 - Illustrator III	32.35
13047 - Librarian	29.28
13050 - Library Aide/Clerk	14.05***
13054 - Library Information Technology Systems Administrator	26.44
13058 - Library Technician	17.92
13061 - Media Specialist I	19.08
13062 - Media Specialist II	21.34
13063 - Media Specialist III	23.79
13071 - Photographer I	15.86***
13072 - Photographer II	17.74
13073 - Photographer III	21.98
13074 - Photographer IV	26.89
13075 - Photographer V	32.53
13090 - Technical Order Library Clerk	17.64
13110 - Video Teleconference Technician	23.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.40
14042 - Computer Operator II	21.73
14043 - Computer Operator III	24.21

14044 - Computer Operator IV	26.90
14045 - Computer Operator V	29.57
14071 - Computer Programmer I	(see 1) 26.91
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	19.40
14160 - Personal Computer Support Technician	26.90
14170 - System Support Specialist	34.28
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.69
15020 - Aircrew Training Devices Instructor (Rated)	40.75
15030 - Air Crew Training Devices Instructor (Pilot)	48.86
15050 - Computer Based Training Specialist / Instructor	33.69
15060 - Educational Technologist	29.61
15070 - Flight Instructor (Pilot)	48.86
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.86
15086 - Maintenance Test Pilot, Rotary Wing	48.86
15088 - Non-Maintenance Test/Co-Pilot	48.86
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	10.17***
16030 - Counter Attendant	10.17***
16040 - Dry Cleaner	12.61***
16070 - Finisher, Flatwork, Machine	10.17***
16090 - Presser, Hand	10.17***
16110 - Presser, Machine, Drycleaning	10.17***
16130 - Presser, Machine, Shirts	10.17***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.17***
16190 - Sewing Machine Operator	13.39***
16220 - Tailor	14.12***
16250 - Washer, Machine	10.93***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.61
19040 - Tool And Die Maker	26.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.31
21030 - Material Coordinator	22.73
21040 - Material Expediter	22.73
21050 - Material Handling Laborer	14.82***
21071 - Order Filler	14.35***
21080 - Production Line Worker (Food Processing)	18.31
21110 - Shipping Packer	17.65
21130 - Shipping/Receiving Clerk	17.65
21140 - Store Worker I	12.32***
21150 - Stock Clerk	17.50
21210 - Tools And Parts Attendant	18.31
21410 - Warehouse Specialist	18.31
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 I	35.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	41.13
23110 - Appliance Mechanic	19.92
23120 - Bicycle Repairer	15.77***
23125 - Cable Splicer	36.72
23130 - Carpenter, Maintenance	20.93
23140 - Carpet Layer	23.56
23160 - Electrician, Maintenance	23.17
23181 - Electronics Technician Maintenance I	27.28
23182 - Electronics Technician Maintenance II	28.82
23183 - Electronics Technician Maintenance III	30.28
23260 - Fabric Worker	21.28
23290 - Fire Alarm System Mechanic	23.35
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	27.39
23312 - Fuel Distribution System Operator	21.99
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	20.03
23392 - Gunsmith II	22.49
23393 - Gunsmith III	24.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.09
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.24
23430 - Heavy Equipment Mechanic	25.47
23440 - Heavy Equipment Operator	21.95
23460 - Instrument Mechanic	28.02
23465 - Laboratory/Shelter Mechanic	23.76
23470 - Laborer	14.82***
23510 - Locksmith	20.43
23530 - Machinery Maintenance Mechanic	28.82
23550 - Machinist, Maintenance	22.55
23580 - Maintenance Trades Helper	16.39
23591 - Metrology Technician I	28.02
23592 - Metrology Technician II	29.41
23593 - Metrology Technician III	30.79
23640 - Millwright	25.97
23710 - Office Appliance Repairer	20.42
23760 - Painter, Maintenance	18.01
23790 - Pipefitter, Maintenance	24.44
23810 - Plumber, Maintenance	23.27
23820 - Pneudraulic Systems Mechanic	24.96
23850 - Rigger	26.13
23870 - Scale Mechanic	22.49
23890 - Sheet-Metal Worker, Maintenance	21.04
23910 - Small Engine Mechanic	19.58
23931 - Telecommunications Mechanic I	27.94
23932 - Telecommunications Mechanic II	29.33
23950 - Telephone Lineman	23.54
23960 - Welder, Combination, Maintenance	22.80
23965 - Well Driller	24.93
23970 - Woodcraft Worker	24.96
23980 - Woodworker	20.03
24000 - Personal Needs Occupations	
24550 - Case Manager	17.64
24570 - Child Care Attendant	11.29***
24580 - Child Care Center Clerk	14.08***
24610 - Chore Aide	11.24***
24620 - Family Readiness And Support Services	17.64

Coordinator	
24630 - Homemaker	17.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.06
25040 - Sewage Plant Operator	23.00
25070 - Stationary Engineer	27.06
25190 - Ventilation Equipment Tender	19.73
25210 - Water Treatment Plant Operator	23.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.35
27007 - Baggage Inspector	13.94***
27008 - Corrections Officer	21.37
27010 - Court Security Officer	18.43
27030 - Detection Dog Handler	15.59***
27040 - Detention Officer	21.37
27070 - Firefighter	18.54
27101 - Guard I	13.94***
27102 - Guard II	15.59***
27131 - Police Officer I	24.74
27132 - Police Officer II	27.48
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.79***
28042 - Carnival Equipment Repairer	15.85***
28043 - Carnival Worker	10.99***
28210 - Gate Attendant/Gate Tender	18.09
28310 - Lifeguard	13.72***
28350 - Park Attendant (Aide)	20.23
28510 - Recreation Aide/Health Facility Attendant	14.77***
28515 - Recreation Specialist	25.07
28630 - Sports Official	16.12***
28690 - Swimming Pool Operator	17.80
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)	41.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.91
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.84
30021 - Archeological Technician I	18.70
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	28.69
30052 - Cryogenic Technician II	31.69
30061 - Drafter/CAD Operator I	18.70
30062 - Drafter/CAD Operator II	21.14
30063 - Drafter/CAD Operator III	23.57
30064 - Drafter/CAD Operator IV	28.69
30081 - Engineering Technician I	15.41***
30082 - Engineering Technician II	17.29
30083 - Engineering Technician III	19.34
30084 - Engineering Technician IV	23.97
30085 - Engineering Technician V	29.32
30086 - Engineering Technician VI	35.46
30090 - Environmental Technician	22.85
30095 - Evidence Control Specialist	26.20
30210 - Laboratory Technician	22.96
30221 - Latent Fingerprint Technician I	23.03
30222 - Latent Fingerprint Technician II	25.44
30240 - Mathematical Technician	26.57
30361 - Paralegal/Legal Assistant I	20.04

30362 - Paralegal/Legal Assistant II	24.83
30363 - Paralegal/Legal Assistant III	30.37
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	32.05
30390 - Photo-Optics Technician	26.20
30395 - Radiation Control Technician	32.05
30461 - Technical Writer I	25.01
30462 - Technical Writer II	30.59
30463 - Technical Writer III	37.00
30491 - Unexploded Ordnance (UXO) Technician I	26.64
30492 - Unexploded Ordnance (UXO) Technician II	32.23
30493 - Unexploded Ordnance (UXO) Technician III	38.64
30494 - Unexploded (UXO) Safety Escort	26.64
30495 - Unexploded (UXO) Sweep Personnel	26.64
30501 - Weather Forecaster I	28.69
30502 - Weather Forecaster II	34.90
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.57
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.23
31020 - Bus Aide	15.03***
31030 - Bus Driver	21.37
31043 - Driver Courier	16.96
31260 - Parking and Lot Attendant	12.20***
31290 - Shuttle Bus Driver	16.78
31310 - Taxi Driver	14.41***
31361 - Truckdriver, Light	18.18
31362 - Truckdriver, Medium	19.32
31363 - Truckdriver, Heavy	23.42
31364 - Truckdriver, Tractor-Trailer	23.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.72***
99030 - Cashier	11.10***
99050 - Desk Clerk	11.66***
99095 - Embalmer	30.68
99130 - Flight Follower	26.64
99251 - Laboratory Animal Caretaker I	14.92***
99252 - Laboratory Animal Caretaker II	15.99***
99260 - Marketing Analyst	32.20
99310 - Mortician	30.68
99410 - Pest Controller	17.73
99510 - Photofinishing Worker	16.65
99710 - Recycling Laborer	20.60
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.24
99810 - Sales Clerk	13.08***
99820 - School Crossing Guard	12.94***
99830 - Survey Party Chief	24.36
99831 - Surveying Aide	16.42
99832 - Surveying Technician	22.50
99840 - Vending Machine Attendant	16.48
99841 - Vending Machine Repairer	19.84
99842 - Vending Machine Repairer Helper	16.48

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 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))."