

2. AMENDMENT/MODIFICATION NO. P00031	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
---	------------------------------------	----------------------------------	--------------------------------

6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC	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
--	----------------	---	-----------------

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) BERKS COUNTY OF ATTN [REDACTED] 633 COURT STREET READING PA 196014310	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. DROIGSA-10-0003
		10B. DATED (SEE ITEM 13) 03/30/2010

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:
	D. OTHER (Specify type of modification and authority) X Administrative Action

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.)

CONTACT INFORMATION:
COR: [REDACTED], (267) 479-[REDACTED]
ACOR: [REDACTED], (717) 747-[REDACTED]
Contracting Officer: [REDACTED], 202-924-[REDACTED]
Contract Specialist: [REDACTED], 202-899-[REDACTED]

The purpose of this modification is to:

- 1) Incorporate the most recent Department of Labor (DOL) area wide Wage Determination No. 2015-4237, Revision No. 23, Revised on 06/27/2022 - in accordance with Service Contract Labor Standards.

Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10

15A. NAME AND TITLE OF SIGNER (Type or print)	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DROIGSA-10-0003/P00031

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
BERKS COUNTY OF

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>2) Change the Contract Specialist from [REDACTED]</p> <p>Attachment(s): - Attachment 1 - DOL WD No. 2015-4237 REV23</p> <p>All other terms and conditions remain unchanged.</p> <p>Exempt Action: Y Sensitive Award: SPII Period of Performance: 02/01/2012 to 02/01/2022 Period of Performance: 02/01/2012 to 02/01/2023 PUBLIC DISCLOSURES: For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</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.: 2015-4237
Daniel W. Simms Division of | Revision No.: 23
Director Wage Determinations | Date Of Last Revision: 06/27/2022

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: | 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 is entered into on or after January 30 2022 or 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: Pennsylvania

Area: Pennsylvania County of Berks

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.53
01012 - Accounting Clerk II		18.56
01013 - Accounting Clerk III		20.76
01020 - Administrative Assistant		29.15
01035 - Court Reporter		22.23

01041 - Customer Service Representative I	14.63***
01042 - Customer Service Representative II	15.96
01043 - Customer Service Representative III	17.91
01051 - Data Entry Operator I	16.24
01052 - Data Entry Operator II	17.72
01060 - Dispatcher Motor Vehicle	20.22
01070 - Document Preparation Clerk	16.67
01090 - Duplicating Machine Operator	16.67
01111 - General Clerk I	14.80***
01112 - General Clerk II	16.15
01113 - General Clerk III	18.12
01120 - Housing Referral Assistant	22.24
01141 - Messenger Courier	14.20***
01191 - Order Clerk I	16.41
01192 - Order Clerk II	17.91
01261 - Personnel Assistant (Employment) I	18.66
01262 - Personnel Assistant (Employment) II	20.88
01263 - Personnel Assistant (Employment) III	23.28
01270 - Production Control Clerk	23.93
01290 - Rental Clerk	14.27***
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.95
01313 - Secretary III	22.24
01320 - Service Order Dispatcher	18.07
01410 - Supply Technician	29.15
01420 - Survey Worker	16.53
01460 - Switchboard Operator/Receptionist	14.08***
01531 - Travel Clerk I	16.06
01532 - Travel Clerk II	16.96
01533 - Travel Clerk III	18.24
01611 - Word Processor I	16.31
01612 - Word Processor II	18.30
01613 - Word Processor III	20.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.61
05010 - Automotive Electrician	21.59
05040 - Automotive Glass Installer	20.49
05070 - Automotive Worker	20.49
05110 - Mobile Equipment Servicer	18.32
05130 - Motor Equipment Metal Mechanic	22.64
05160 - Motor Equipment Metal Worker	20.49
05190 - Motor Vehicle Mechanic	22.64
05220 - Motor Vehicle Mechanic Helper	17.25
05250 - Motor Vehicle Upholstery Worker	19.45
05280 - Motor Vehicle Wrecker	20.49
05310 - Painter Automotive	21.59
05340 - Radiator Repair Specialist	20.49
05370 - Tire Repairer	14.93***
05400 - Transmission Repair Specialist	22.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.78***
07041 - Cook I	14.79***
07042 - Cook II	16.54

07070 - Dishwasher	10.57***
07130 - Food Service Worker	11.63***
07210 - Meat Cutter	18.73
07260 - Waiter/Waitress	11.19***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.77
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	20.77
09090 - Furniture Refinisher Helper	17.33
09110 - Furniture Repairer Minor	19.04
09130 - Upholsterer	21.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.33***
11060 - Elevator Operator	14.34***
11090 - Gardener	17.24
11122 - Housekeeping Aide	14.34***
11150 - Janitor	14.34***
11210 - Laborer Grounds Maintenance	14.23***
11240 - Maid or Houseman	12.63***
11260 - Pruner	13.22***
11270 - Tractor Operator	16.24
11330 - Trail Maintenance Worker	14.23***
11360 - Window Cleaner	15.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.91
12011 - Breath Alcohol Technician	21.90
12012 - Certified Occupational Therapist Assistant	30.44
12015 - Certified Physical Therapist Assistant	28.33
12020 - Dental Assistant	18.71
12025 - Dental Hygienist	38.91
12030 - EKG Technician	33.19
12035 - Electroneurodiagnostic Technologist	33.19
12040 - Emergency Medical Technician	15.91
12071 - Licensed Practical Nurse I	19.59
12072 - Licensed Practical Nurse II	21.90
12073 - Licensed Practical Nurse III	24.41
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	23.17
12160 - Medical Record Clerk	18.62
12190 - Medical Record Technician	22.46
12195 - Medical Transcriptionist	19.59
12210 - Nuclear Medicine Technologist	48.13
12221 - Nursing Assistant I	12.49***
12222 - Nursing Assistant II	14.04***
12223 - Nursing Assistant III	15.32
12224 - Nursing Assistant IV	17.19
12235 - Optical Dispenser	19.92
12236 - Optical Technician	19.59
12250 - Pharmacy Technician	14.28***
12280 - Phlebotomist	18.11
12305 - Radiologic Technologist	29.26
12311 - Registered Nurse I	27.13
12312 - Registered Nurse II	42.78
12313 - Registered Nurse II Specialist	42.78

12314 - Registered Nurse III	44.17
12315 - Registered Nurse III Anesthetist	44.17
12316 - Registered Nurse IV	48.12
12317 - Scheduler (Drug and Alcohol Testing)	27.13
12320 - Substance Abuse Treatment Counselor	22.60
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	11.37***
13054 - Library Information Technology Systems Administrator	26.44
13058 - Library Technician	17.74
13061 - Media Specialist I	19.08
13062 - Media Specialist II	21.34
13063 - Media Specialist III	23.79
13071 - Photographer I	18.89
13072 - Photographer II	21.34
13073 - Photographer III	26.06
13074 - Photographer IV	31.88
13075 - Photographer V	38.57
13090 - Technical Order Library Clerk	14.28***
13110 - Video Teleconference Technician	21.21
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.56
14042 - Computer Operator II	21.89
14043 - Computer Operator III	24.40
14044 - Computer Operator IV	27.12
14045 - Computer Operator V	30.03
14071 - Computer Programmer I	(see 1) 23.83
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	19.56
14160 - Personal Computer Support Technician	27.12
14170 - System Support Specialist	31.86
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.53
15020 - Aircrew Training Devices Instructor (Rated)	39.37
15030 - Air Crew Training Devices Instructor (Pilot)	47.18
15050 - Computer Based Training Specialist / Instructor	32.02
15060 - Educational Technologist	34.73
15070 - Flight Instructor (Pilot)	47.18
15080 - Graphic Artist	23.37
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.18
15086 - Maintenance Test Pilot Rotary Wing	47.18
15088 - Non-Maintenance Test/Co-Pilot	47.18

15090 - Technical Instructor	26.61	
15095 - Technical Instructor/Course Developer		32.55
15110 - Test Proctor	21.48	
15120 - Tutor	21.48	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler	14.22***	
16030 - Counter Attendant	14.22***	
16040 - Dry Cleaner	16.26	
16070 - Finisher Flatwork Machine	14.22***	
16090 - Presser Hand	14.22***	
16110 - Presser Machine Drycleaning	14.22***	
16130 - Presser Machine Shirts	14.22***	
16160 - Presser Machine Wearing Apparel Laundry		14.22***
16190 - Sewing Machine Operator		16.94
16220 - Tailor	17.62	
16250 - Washer Machine	14.90***	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.58
19040 - Tool And Die Maker	27.07	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.73	
21030 - Material Coordinator	23.93	
21040 - Material Expediter	23.93	
21050 - Material Handling Laborer		17.29
21071 - Order Filler	14.39***	
21080 - Production Line Worker (Food Processing)		18.73
21110 - Shipping Packer	19.39	
21130 - Shipping/Receiving Clerk		19.39
21140 - Store Worker I	15.38	
21150 - Stock Clerk	19.25	
21210 - Tools And Parts Attendant		18.73
21410 - Warehouse Specialist		18.73
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	28.41	
23019 - Aircraft Logs and Records Technician		23.97
23021 - Aircraft Mechanic I	27.04	
23022 - Aircraft Mechanic II	28.41	
23023 - Aircraft Mechanic III	29.61	
23040 - Aircraft Mechanic Helper	21.80	
23050 - Aircraft Painter	25.77	
23060 - Aircraft Servicer	23.97	
23070 - Aircraft Survival Flight Equipment Technician		25.77
23080 - Aircraft Worker	25.06	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		27.04
23110 - Appliance Mechanic	25.48	
23120 - Bicycle Repairer	21.87	
23125 - Cable Splicer	41.49	
23130 - Carpenter Maintenance	22.86	
23140 - Carpet Layer	24.46	
23160 - Electrician Maintenance	30.69	
23181 - Electronics Technician Maintenance I		28.51

23182 - Electronics Technician Maintenance II	30.04
23183 - Electronics Technician Maintenance III	32.23
23260 - Fabric Worker	23.22
23290 - Fire Alarm System Mechanic	27.89
23310 - Fire Extinguisher Repairer	21.87
23311 - Fuel Distribution System Mechanic	27.04
23312 - Fuel Distribution System Operator	21.87
23370 - General Maintenance Worker	22.47
23380 - Ground Support Equipment Mechanic	27.04
23381 - Ground Support Equipment Servicer	23.97
23382 - Ground Support Equipment Worker	25.06
23391 - Gunsmith I	21.87
23392 - Gunsmith II	24.46
23393 - Gunsmith III	27.04
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.23
23430 - Heavy Equipment Mechanic	26.06
23440 - Heavy Equipment Operator	25.24
23460 - Instrument Mechanic	27.04
23465 - Laboratory/Shelter Mechanic	25.77
23470 - Laborer	17.29
23510 - Locksmith	25.53
23530 - Machinery Maintenance Mechanic	29.05
23550 - Machinist Maintenance	23.00
23580 - Maintenance Trades Helper	16.47
23591 - Metrology Technician I	27.04
23592 - Metrology Technician II	28.32
23593 - Metrology Technician III	29.61
23640 - Millwright	28.90
23710 - Office Appliance Repairer	21.67
23760 - Painter Maintenance	21.65
23790 - Pipefitter Maintenance	32.69
23810 - Plumber Maintenance	31.16
23820 - Pneudraulic Systems Mechanic	27.04
23850 - Rigger	27.04
23870 - Scale Mechanic	24.46
23890 - Sheet-Metal Worker Maintenance	27.06
23910 - Small Engine Mechanic	20.29
23931 - Telecommunications Mechanic I	27.68
23932 - Telecommunications Mechanic II	29.01
23950 - Telephone Lineman	35.75
23960 - Welder Combination Maintenance	22.42
23965 - Well Driller	26.77
23970 - Woodcraft Worker	27.04
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	18.03
24570 - Child Care Attendant	11.43***
24580 - Child Care Center Clerk	16.23
24610 - Chore Aide	13.68***
24620 - Family Readiness And Support Services Coordinator	18.03

24630 - Homemaker	18.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	23.65
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	20.83
25210 - Water Treatment Plant Operator	23.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.44
27007 - Baggage Inspector	13.84***
27008 - Corrections Officer	26.84
27010 - Court Security Officer	26.84
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	26.84
27070 - Firefighter	24.75
27101 - Guard I	13.84***
27102 - Guard II	16.29
27131 - Police Officer I	33.59
27132 - Police Officer II	37.33
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.98***
28042 - Carnival Equipment Repairer	12.72***
28043 - Carnival Worker	9.75***
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.42***
28350 - Park Attendant (Aide)	17.13
28510 - Recreation Aide/Health Facility Attendant	12.51***
28515 - Recreation Specialist	20.88
28630 - Sports Official	13.42***
28690 - Swimming Pool Operator	18.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.33
29020 - Hatch Tender	29.33
29030 - Line Handler	29.33
29041 - Stevedore I	27.83
29042 - Stevedore II	30.89
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.08
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.23
30021 - Archeological Technician I	19.15
30022 - Archeological Technician II	21.42
30023 - Archeological Technician III	26.54
30030 - Cartographic Technician	26.54
30040 - Civil Engineering Technician	29.83
30051 - Cryogenic Technician I	29.39
30052 - Cryogenic Technician II	32.47
30061 - Drafter/CAD Operator I	19.15
30062 - Drafter/CAD Operator II	21.42
30063 - Drafter/CAD Operator III	23.88
30064 - Drafter/CAD Operator IV	29.39
30081 - Engineering Technician I	17.72
30082 - Engineering Technician II	19.89
30083 - Engineering Technician III	22.25

30084 - Engineering Technician IV	27.57	
30085 - Engineering Technician V	33.73	
30086 - Engineering Technician VI	40.79	
30090 - Environmental Technician	26.54	
30095 - Evidence Control Specialist	26.54	
30210 - Laboratory Technician	24.35	
30221 - Latent Fingerprint Technician I	29.39	
30222 - Latent Fingerprint Technician II	32.47	
30240 - Mathematical Technician	26.54	
30361 - Paralegal/Legal Assistant I	21.71	
30362 - Paralegal/Legal Assistant II	26.90	
30363 - Paralegal/Legal Assistant III	32.91	
30364 - Paralegal/Legal Assistant IV	39.82	
30375 - Petroleum Supply Specialist	32.47	
30390 - Photo-Optics Technician	26.54	
30395 - Radiation Control Technician	32.47	
30461 - Technical Writer I	24.97	
30462 - Technical Writer II	30.54	
30463 - Technical Writer III	36.96	
30491 - Unexploded Ordnance (UXO) Technician I		28.65
30492 - Unexploded Ordnance (UXO) Technician II		34.66
30493 - Unexploded Ordnance (UXO) Technician III		41.55
30494 - Unexploded (UXO) Safety Escort		28.65
30495 - Unexploded (UXO) Sweep Personnel		28.65
30501 - Weather Forecaster I	29.39	
30502 - Weather Forecaster II	35.75	
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.88
30621 - Weather Observer Senior	(see 2)	26.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	34.66	
31020 - Bus Aide	16.99	
31030 - Bus Driver	21.83	
31043 - Driver Courier	16.02	
31260 - Parking and Lot Attendant	13.72***	
31290 - Shuttle Bus Driver	15.66	
31310 - Taxi Driver	15.66	
31361 - Truckdriver Light	17.04	
31362 - Truckdriver Medium	19.26	
31363 - Truckdriver Heavy	23.21	
31364 - Truckdriver Tractor-Trailer	23.21	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	16.90	
99030 - Cashier	11.04***	
99050 - Desk Clerk	11.37***	
99095 - Embalmer	29.93	
99130 - Flight Follower	28.65	
99251 - Laboratory Animal Caretaker I	16.95	
99252 - Laboratory Animal Caretaker II	18.01	
99260 - Marketing Analyst	28.91	
99310 - Mortician	29.93	
99410 - Pest Controller	25.70	
99510 - Photofinishing Worker	15.05	
99710 - Recycling Laborer	16.98	

99711 - Recycling Specialist	19.36
99730 - Refuse Collector	15.76
99810 - Sales Clerk	13.34***
99820 - School Crossing Guard	14.06***
99830 - Survey Party Chief	29.78
99831 - Surveying Aide	20.39
99832 - Surveying Technician	26.25
99840 - Vending Machine Attendant	20.52
99841 - Vending Machine Repairer	24.37
99842 - Vending Machine Repairer Helper	20.52

***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: \$4.80 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; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same

Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."