

2. AMENDMENT/MODIFICATION NO. P00007	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 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
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) STRAFFORD COUNTY OF ATTN [REDACTED] 259 COUNTY FARM ROAD SUITE 204 DOVER NH 038206016	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-12-0004
		10B. DATED (SEE ITEM 13) 02/02/2012

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)
See Schedule

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Administrative Modification

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 POC:
 --COR: [REDACTED], 781-359-[REDACTED]
 --CO: [REDACTED], (202) 993-[REDACTED]
 --CS: [REDACTED], 202-923-[REDACTED]

The purpose of this administrative modification is to incorporate the updated Wage Determination No: 2015-4017 Revision No:23 Dated:12/27/2022. The Wage Determination is effective as of 02/01/2023.

All other terms and conditions of this IGSA remain unchanged.
 Period of Performance: 02/01/2012 to 01/31/2027

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

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

"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.: 2015-4017
 Daniel W. Simms Division of | Revision No.: 23
 Director Wage Determinations | 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.

State: New Hampshire

This wage determination is applicable to the following cities and towns in STRAFFORD COUNTY: Barrington, Dover, Durham, Farmington, Lee, Madbury, Middleton, Milton, New Durham, Rochester, Rollinsford, Somersworth, Strafford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.22
01012 - Accounting Clerk II		18.20
01013 - Accounting Clerk III		20.36

01020 - Administrative Assistant	30.53
01035 - Court Reporter	20.60
01041 - Customer Service Representative I	15.46***
01042 - Customer Service Representative II	17.39
01043 - Customer Service Representative III	18.98
01051 - Data Entry Operator I	16.72
01052 - Data Entry Operator II	18.25
01060 - Dispatcher, Motor Vehicle	18.70
01070 - Document Preparation Clerk	16.40
01090 - Duplicating Machine Operator	16.40
01111 - General Clerk I	14.90***
01112 - General Clerk II	16.26
01113 - General Clerk III	18.26
01120 - Housing Referral Assistant	22.97
01141 - Messenger Courier	13.37***
01191 - Order Clerk I	16.31
01192 - Order Clerk II	17.80
01261 - Personnel Assistant (Employment) I	18.53
01262 - Personnel Assistant (Employment) II	20.73
01263 - Personnel Assistant (Employment) III	23.11
01270 - Production Control Clerk	24.04
01290 - Rental Clerk	17.37
01300 - Scheduler, Maintenance	18.41
01311 - Secretary I	18.41
01312 - Secretary II	20.60
01313 - Secretary III	22.97
01320 - Service Order Dispatcher	18.47
01410 - Supply Technician	30.53
01420 - Survey Worker	22.29
01460 - Switchboard Operator/Receptionist	16.80
01531 - Travel Clerk I	15.28***
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.39
01611 - Word Processor I	16.40
01612 - Word Processor II	18.41
01613 - Word Processor III	20.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.81
05010 - Automotive Electrician	21.45
05040 - Automotive Glass Installer	20.30
05070 - Automotive Worker	20.30
05110 - Mobile Equipment Servicer	18.13
05130 - Motor Equipment Metal Mechanic	22.55
05160 - Motor Equipment Metal Worker	20.30
05190 - Motor Vehicle Mechanic	22.55
05220 - Motor Vehicle Mechanic Helper	17.05
05250 - Motor Vehicle Upholstery Worker	19.21
05280 - Motor Vehicle Wrecker	20.30
05310 - Painter, Automotive	21.45
05340 - Radiator Repair Specialist	20.30
05370 - Tire Repairer	15.98***
05400 - Transmission Repair Specialist	22.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96***

07041 - Cook I	17.20
07042 - Cook II	19.26
07070 - Dishwasher	11.59***
07130 - Food Service Worker	13.55***
07210 - Meat Cutter	21.58
07260 - Waiter/Waitress	12.11***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	15.51***
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	17.66
09110 - Furniture Repairer, Minor	19.90
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.21***
11060 - Elevator Operator	14.21***
11090 - Gardener	21.18
11122 - Housekeeping Aide	15.48***
11150 - Janitor	15.48***
11210 - Laborer, Grounds Maintenance	17.50
11240 - Maid or Houseman	14.11***
11260 - Pruner	16.32
11270 - Tractor Operator	19.92
11330 - Trail Maintenance Worker	17.50
11360 - Window Cleaner	16.60
12000 - Health Occupations	
12010 - Ambulance Driver	24.27
12011 - Breath Alcohol Technician	25.54
12012 - Certified Occupational Therapist Assistant	35.04
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	23.13
12025 - Dental Hygienist	40.92
12030 - EKG Technician	38.71
12035 - Electroneurodiagnostic Technologist	38.71
12040 - Emergency Medical Technician	24.27
12071 - Licensed Practical Nurse I	22.83
12072 - Licensed Practical Nurse II	25.54
12073 - Licensed Practical Nurse III	28.47
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	25.58
12160 - Medical Record Clerk	17.93
12190 - Medical Record Technician	30.47
12195 - Medical Transcriptionist	22.83
12210 - Nuclear Medicine Technologist	56.13
12221 - Nursing Assistant I	13.54***
12222 - Nursing Assistant II	15.21***
12223 - Nursing Assistant III	16.60
12224 - Nursing Assistant IV	18.65
12235 - Optical Dispenser	19.85
12236 - Optical Technician	22.83
12250 - Pharmacy Technician	17.62
12280 - Phlebotomist	22.29
12305 - Radiologic Technologist	36.16
12311 - Registered Nurse I	27.04

12312 - Registered Nurse II	33.07
12313 - Registered Nurse II, Specialist	33.07
12314 - Registered Nurse III	40.00
12315 - Registered Nurse III, Anesthetist	40.00
12316 - Registered Nurse IV	47.95
12317 - Scheduler (Drug and Alcohol Testing)	31.64
12320 - Substance Abuse Treatment Counselor	25.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.11
13012 - Exhibits Specialist II	27.38
13013 - Exhibits Specialist III	33.48
13041 - Illustrator I	22.11
13042 - Illustrator II	27.38
13043 - Illustrator III	33.48
13047 - Librarian	30.33
13050 - Library Aide/Clerk	13.30***
13054 - Library Information Technology Systems Administrator	27.38
13058 - Library Technician	18.92
13061 - Media Specialist I	19.76
13062 - Media Specialist II	22.11
13063 - Media Specialist III	24.64
13071 - Photographer I	19.76
13072 - Photographer II	22.11
13073 - Photographer III	27.38
13074 - Photographer IV	33.48
13075 - Photographer V	40.52
13090 - Technical Order Library Clerk	17.34
13110 - Video Teleconference Technician	19.84
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.09
14042 - Computer Operator II	22.47
14043 - Computer Operator III	25.06
14044 - Computer Operator IV	27.83
14045 - Computer Operator V	30.83
14071 - Computer Programmer I	(see 1) 23.32
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	20.09
14160 - Personal Computer Support Technician	27.86
14170 - System Support Specialist	31.53
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.91
15020 - Aircrew Training Devices Instructor (Rated)	41.01
15030 - Air Crew Training Devices Instructor (Pilot)	49.17
15050 - Computer Based Training Specialist / Instructor	33.91
15060 - Educational Technologist	38.75
15070 - Flight Instructor (Pilot)	49.17
15080 - Graphic Artist	23.80
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.17

15086 - Maintenance Test Pilot, Rotary Wing	49.17	
15088 - Non-Maintenance Test/Co-Pilot	49.17	
15090 - Technical Instructor	28.13	
15095 - Technical Instructor/Course Developer	34.41	
15110 - Test Proctor	22.71	
15120 - Tutor	22.71	
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)	24.52	
19040 - Tool And Die Maker	29.30	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.38	
21030 - Material Coordinator	24.04	
21040 - Material Expediter	24.04	
21050 - Material Handling Laborer	14.39***	
21071 - Order Filler	14.19***	
21080 - Production Line Worker (Food Processing)	18.38	
21110 - Shipping Packer	17.91	
21130 - Shipping/Receiving Clerk	17.91	
21140 - Store Worker I	16.32	
21150 - Stock Clerk	19.89	
21210 - Tools And Parts Attendant	18.38	
21410 - Warehouse Specialist	18.38	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	27.03	
23019 - Aircraft Logs and Records Technician	21.95	
23021 - Aircraft Mechanic I	25.77	
23022 - Aircraft Mechanic II	27.03	
23023 - Aircraft Mechanic III	28.25	
23040 - Aircraft Mechanic Helper	19.48	
23050 - Aircraft, Painter	24.52	
23060 - Aircraft Servicer	21.95	
23070 - Aircraft Survival Flight Equipment Technician	24.52	
23080 - Aircraft Worker	23.20	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.20	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.77	
23110 - Appliance Mechanic	24.52	
23120 - Bicycle Repairer	20.71	
23125 - Cable Splicer	28.05	
23130 - Carpenter, Maintenance	24.76	
23140 - Carpet Layer	23.20	

23160 - Electrician, Maintenance	25.63
23181 - Electronics Technician Maintenance I	25.23
23182 - Electronics Technician Maintenance II	26.66
23183 - Electronics Technician Maintenance III	28.03
23260 - Fabric Worker	21.95
23290 - Fire Alarm System Mechanic	25.77
23310 - Fire Extinguisher Repairer	20.71
23311 - Fuel Distribution System Mechanic	25.77
23312 - Fuel Distribution System Operator	20.71
23370 - General Maintenance Worker	21.16
23380 - Ground Support Equipment Mechanic	25.77
23381 - Ground Support Equipment Servicer	21.95
23382 - Ground Support Equipment Worker	23.20
23391 - Gunsmith I	20.71
23392 - Gunsmith II	23.20
23393 - Gunsmith III	25.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.64
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.09
23430 - Heavy Equipment Mechanic	25.77
23440 - Heavy Equipment Operator	23.25
23460 - Instrument Mechanic	25.77
23465 - Laboratory/Shelter Mechanic	24.52
23470 - Laborer	14.39***
23510 - Locksmith	24.52
23530 - Machinery Maintenance Mechanic	26.81
23550 - Machinist, Maintenance	23.36
23580 - Maintenance Trades Helper	17.52
23591 - Metrology Technician I	25.77
23592 - Metrology Technician II	27.03
23593 - Metrology Technician III	28.25
23640 - Millwright	28.25
23710 - Office Appliance Repairer	25.18
23760 - Painter, Maintenance	19.00
23790 - Pipefitter, Maintenance	28.34
23810 - Plumber, Maintenance	26.96
23820 - Pneudraulic Systems Mechanic	25.77
23850 - Rigger	25.77
23870 - Scale Mechanic	23.20
23890 - Sheet-Metal Worker, Maintenance	25.77
23910 - Small Engine Mechanic	23.20
23931 - Telecommunications Mechanic I	28.35
23932 - Telecommunications Mechanic II	29.81
23950 - Telephone Lineman	28.31
23960 - Welder, Combination, Maintenance	23.57
23965 - Well Driller	25.77
23970 - Woodcraft Worker	25.77
23980 - Woodworker	20.71
24000 - Personal Needs Occupations	
24550 - Case Manager	16.73
24570 - Child Care Attendant	12.60***
24580 - Child Care Center Clerk	15.70***
24610 - Chore Aide	14.16***

24620 - Family Readiness And Support Services Coordinator	16.73
24630 - Homemaker	16.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.35
25040 - Sewage Plant Operator	26.76
25070 - Stationary Engineer	28.35
25190 - Ventilation Equipment Tender	21.26
25210 - Water Treatment Plant Operator	26.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.20
27007 - Baggage Inspector	17.24
27008 - Corrections Officer	24.10
27010 - Court Security Officer	24.10
27030 - Detection Dog Handler	19.28
27040 - Detention Officer	24.10
27070 - Firefighter	24.10
27101 - Guard I	17.24
27102 - Guard II	19.28
27131 - Police Officer I	26.70
27132 - Police Officer II	29.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.18***
28042 - Carnival Equipment Repairer	14.02***
28043 - Carnival Worker	10.80***
28210 - Gate Attendant/Gate Tender	17.34
28310 - Lifeguard	15.09***
28350 - Park Attendant (Aide)	19.41
28510 - Recreation Aide/Health Facility Attendant	14.16***
28515 - Recreation Specialist	23.30
28630 - Sports Official	15.46***
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.95
29042 - Stevedore II	24.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.19
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.86
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08
30021 - Archeological Technician I	20.15
30022 - Archeological Technician II	22.53
30023 - Archeological Technician III	27.91
30030 - Cartographic Technician	27.91
30040 - Civil Engineering Technician	27.91
30051 - Cryogenic Technician I	30.91
30052 - Cryogenic Technician II	34.14
30061 - Drafter/CAD Operator I	20.15
30062 - Drafter/CAD Operator II	22.53
30063 - Drafter/CAD Operator III	25.11
30064 - Drafter/CAD Operator IV	30.91
30081 - Engineering Technician I	17.94

30082 - Engineering Technician II	20.15	
30083 - Engineering Technician III	22.53	
30084 - Engineering Technician IV	27.91	
30085 - Engineering Technician V	34.14	
30086 - Engineering Technician VI	41.32	
30090 - Environmental Technician	27.91	
30095 - Evidence Control Specialist	27.91	
30210 - Laboratory Technician	25.11	
30221 - Latent Fingerprint Technician I	30.91	
30222 - Latent Fingerprint Technician II	34.14	
30240 - Mathematical Technician	27.91	
30361 - Paralegal/Legal Assistant I	22.60	
30362 - Paralegal/Legal Assistant II	28.00	
30363 - Paralegal/Legal Assistant III	34.25	
30364 - Paralegal/Legal Assistant IV	41.43	
30375 - Petroleum Supply Specialist	34.14	
30390 - Photo-Optics Technician	27.91	
30395 - Radiation Control Technician	34.14	
30461 - Technical Writer I	27.91	
30462 - Technical Writer II	34.14	
30463 - Technical Writer III	41.32	
30491 - Unexploded Ordnance (UXO) Technician I		29.36
30492 - Unexploded Ordnance (UXO) Technician II		35.52
30493 - Unexploded Ordnance (UXO) Technician III		42.57
30494 - Unexploded (UXO) Safety Escort		29.36
30495 - Unexploded (UXO) Sweep Personnel		29.36
30501 - Weather Forecaster I	30.91	
30502 - Weather Forecaster II	37.61	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.11
30621 - Weather Observer, Senior	(see 2)	27.91
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.52	
31020 - Bus Aide	16.44	
31030 - Bus Driver	21.57	
31043 - Driver Courier	16.97	
31260 - Parking and Lot Attendant	15.33***	
31290 - Shuttle Bus Driver	17.69	
31310 - Taxi Driver	15.51***	
31361 - Truckdriver, Light	17.99	
31362 - Truckdriver, Medium	19.07	
31363 - Truckdriver, Heavy	22.95	
31364 - Truckdriver, Tractor-Trailer	22.95	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.32	
99030 - Cashier	11.47***	
99050 - Desk Clerk	14.54***	
99095 - Embalmer	29.36	
99130 - Flight Follower	29.36	
99251 - Laboratory Animal Caretaker I	16.57	
99252 - Laboratory Animal Caretaker II	17.62	
99260 - Marketing Analyst	29.45	
99310 - Mortician	29.36	
99410 - Pest Controller	23.82	

99510 - Photofinishing Worker	15.43***
99710 - Recycling Laborer	19.81
99711 - Recycling Specialist	22.55
99730 - Refuse Collector	18.47
99810 - Sales Clerk	14.13***
99820 - School Crossing Guard	17.32
99830 - Survey Party Chief	21.31
99831 - Surveying Aide	12.95***
99832 - Surveying Technician	19.38
99840 - Vending Machine Attendant	21.14
99841 - Vending Machine Repairer	25.17
99842 - Vending Machine Repairer Helper	21.14

***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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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))."