

2. AMENDMENT/MODIFICATION NO. P00017	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 20536	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 20536
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CITY OF ALVARADO 1209 SUNFLOWER LN ALVARADO TX 76009-2810	9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) 10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-15-0001 10B. DATED (SEE ITEM 13) 02/24/2015
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11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Modification IAW EROIGSA-15-0001

E. IMPORTANT: Contractor is not is required to sign this document and return _____ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

UEI: GA9AJHNVVPA6
COR: [REDACTED] (214) 304-[REDACTED]
[REDACTED]
ACOR - RA/POC: [REDACTED] (214) 424-[REDACTED]
[REDACTED]
Contracting Officer (CO):
[REDACTED] 202-878-[REDACTED]
[REDACTED] bv

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)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED

NAME OF OFFEROR OR CONTRACTOR
CITY OF ALVARADO

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	<p>There is no requisition associated with this modification.</p> <p>The purpose of this unilateral modification is to update the Bed Day Rate per IGSA modification EROIGSA-15-0001 P00016, VAV Incorporation.</p> <p>The Government has confirmed completion of VAV Booths installation and that they are operational, CLIN 0001 Bed Day Rate is updated effective 1/1/2024:</p> <p>New: [REDACTED] Old Rate + [REDACTED] P00016 = [REDACTED]</p> <p>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> <p>Period of Performance: 02/24/2015 to 02/23/2025</p> <p>Change Item 0001 to read as follows (amount shown is the obligated amount):</p> <p>Bed day to include medical and transportation.</p> <p>ICE guarantees the payment of this bed day rate for a minimum of [REDACTED] detainees per day.</p> <p>New: [REDACTED] (effective 1/1/2024)</p> <p>P00017: Confirmed installation and operational VAV Booths are complete, agreed upon updated Bed Day Rate of [REDACTED] is effective 1/1/2024.</p> <p>P00016: Once installation is complete and VAV is operational, a unilateral modification will be completed to update CLIN 0001 Bed Day Rate for the incorporation of the annual cost for VAV. Annual Cost of [REDACTED] days per year = [REDACTED] increase [REDACTED] = [REDACTED].</p> <p>Old [REDACTED], Effective 02/01/2022 through Continued ...</p>		EA	[REDACTED]	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CITY OF ALVARADO

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>12/31/2023</p> <p>Bed day Rate is increased: From: [REDACTED] By: [REDACTED] To: [REDACTED] Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>All terms and conditions remain unchanged.</p>				

2. AMENDMENT/MODIFICATION NO. P00018	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 20536	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 20536
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CITY OF ALVARADO 1209 SUNFLOWER LN ALVARADO TX 76009-2810	9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) 9A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-15-0001 10B. DATED (SEE ITEM 13) 02/24/2015
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12. ACCOUNTING AND APPROPRIATION DATA (If required)
See Schedule

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	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Modification IAW EROIGSA-15-0001

E. IMPORTANT: Contractor is not is required to sign this document and return _____ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

UEI: GA9AJHNVVPA6
COR [REDACTED] (214) 304-[REDACTED]
[REDACTED]
ACOR - RA/POC: [REDACTED] (214) 424-[REDACTED]
[REDACTED]
Contracting Officer (CO):
[REDACTED] 202-878-[REDACTED]
[REDACTED]

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)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)
15B. CONTRACTOR/OFFEROR <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED [REDACTED]

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CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CITY OF ALVARADO

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>There is no requisition associated with this modification.</p> <p>The purpose of this administrative modification is to address the following:</p> <ol style="list-style-type: none"> Incorporate an updated wage determination to the Inter-Governmental Service Agreement (IGSA) EROIGSA-15-0001 between the United States Department of Homeland Security (DHS), Immigration and Customs Enforcement (ICE) and the City of Alvarado, Texas, Wage Determination 2015-5231 Rev. 25 Dated: 12/26/2023 into the IGSA, effective as of 02/01/2024. <p>Attachment 3 WD 2015-5231 Rev. 25 Dated 12/26/2023.</p> <p>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> <p>Period of Performance: 02/24/2015 to 02/23/2025 All terms and conditions remain unchanged.</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
Wage Determination No.: 2015-5231 Revision No.: 25 Date Of Last Revision: 12/26/2023	

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 \$17.20 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 2024.
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 \$12.90 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 2024.

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

State: Texas

Area: Texas Counties of Johnson, Parker, Tarrant, Wise

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.02
01012 - Accounting Clerk II		20.24
01013 - Accounting Clerk III		22.64
01020 - Administrative Assistant		33.18
01035 - Court Reporter		27.84
01041 - Customer Service Representative I		14.92***
01042 - Customer Service Representative II		16.28***
01043 - Customer Service Representative III		18.29
01051 - Data Entry Operator I		15.80***
01052 - Data Entry Operator II		17.24
01060 - Dispatcher, Motor Vehicle		21.20
01070 - Document Preparation Clerk		18.70
01090 - Duplicating Machine Operator		18.70
01111 - General Clerk I		15.48***
01112 - General Clerk II		16.89***
01113 - General Clerk III		18.95

01120 - Housing Referral Assistant	24.15
01141 - Messenger Courier	16.74***
01191 - Order Clerk I	16.88***
01192 - Order Clerk II	18.42
01261 - Personnel Assistant (Employment) I	18.46
01262 - Personnel Assistant (Employment) II	20.64
01263 - Personnel Assistant (Employment) III	23.01
01270 - Production Control Clerk	24.46
01290 - Rental Clerk	16.00***
01300 - Scheduler, Maintenance	19.37
01311 - Secretary I	19.37
01312 - Secretary II	21.66
01313 - Secretary III	24.15
01320 - Service Order Dispatcher	18.82
01410 - Supply Technician	33.18
01420 - Survey Worker	19.02
01460 - Switchboard Operator/Receptionist	15.69***
01531 - Travel Clerk I	18.87
01532 - Travel Clerk II	20.22
01533 - Travel Clerk III	21.77
01611 - Word Processor I	17.22
01612 - Word Processor II	19.34
01613 - Word Processor III	21.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.76
05010 - Automotive Electrician	21.81
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	17.94
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15***
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.70
05310 - Painter, Automotive	21.72
05340 - Radiator Repair Specialist	20.70
05370 - Tire Repairer	15.06***
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.17***
07041 - Cook I	14.49***
07042 - Cook II	16.64***
07070 - Dishwasher	12.73***
07130 - Food Service Worker	13.63***
07210 - Meat Cutter	14.99***
07260 - Waiter/Waitress	10.71***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.24
09040 - Furniture Handler	11.79***
09080 - Furniture Refinisher	18.04
09090 - Furniture Refinisher Helper	13.68***
09110 - Furniture Repairer, Minor	15.95***
09130 - Upholsterer	17.98
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.73***
11060 - Elevator Operator	13.73***
11090 - Gardener	22.84
11122 - Housekeeping Aide	13.87***
11150 - Janitor	13.87***
11210 - Laborer, Grounds Maintenance	17.00***
11240 - Maid or Houseman	13.34***
11260 - Pruner	15.02***
11270 - Tractor Operator	20.88
11330 - Trail Maintenance Worker	17.00***

11360 - Window Cleaner	15.70***
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	23.78
12012 - Certified Occupational Therapist Assistant	38.16
12015 - Certified Physical Therapist Assistant	37.56
12020 - Dental Assistant	20.87
12025 - Dental Hygienist	40.23
12030 - EKG Technician	29.97
12035 - Electroneurodiagnostic Technologist	29.97
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	21.26
12072 - Licensed Practical Nurse II	23.78
12073 - Licensed Practical Nurse III	26.51
12100 - Medical Assistant	18.33
12130 - Medical Laboratory Technician	28.50
12160 - Medical Record Clerk	20.05
12190 - Medical Record Technician	22.43
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	51.07
12221 - Nursing Assistant I	13.08***
12222 - Nursing Assistant II	14.70***
12223 - Nursing Assistant III	16.04***
12224 - Nursing Assistant IV	18.02
12235 - Optical Dispenser	19.50
12236 - Optical Technician	16.72***
12250 - Pharmacy Technician	18.48
12280 - Phlebotomist	18.43
12305 - Radiologic Technologist	33.30
12311 - Registered Nurse I	26.71
12312 - Registered Nurse II	32.66
12313 - Registered Nurse II, Specialist	32.66
12314 - Registered Nurse III	39.52
12315 - Registered Nurse III, Anesthetist	39.52
12316 - Registered Nurse IV	47.38
12317 - Scheduler (Drug and Alcohol Testing)	29.47
12320 - Substance Abuse Treatment Counselor	23.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.93
13012 - Exhibits Specialist II	25.93
13013 - Exhibits Specialist III	31.72
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	37.82
13047 - Librarian	31.56
13050 - Library Aide/Clerk	14.72***
13054 - Library Information Technology Systems Administrator	27.70
13058 - Library Technician	17.58
13061 - Media Specialist I	19.99
13062 - Media Specialist II	22.35
13063 - Media Specialist III	24.92
13071 - Photographer I	19.31
13072 - Photographer II	21.60
13073 - Photographer III	26.75
13074 - Photographer IV	32.73
13075 - Photographer V	39.61
13090 - Technical Order Library Clerk	18.49
13110 - Video Teleconference Technician	22.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.56
14042 - Computer Operator II	26.35
14043 - Computer Operator III	29.38
14044 - Computer Operator IV	32.84
14045 - Computer Operator V	36.76

14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		23.56
14160 - Personal Computer Support Technician		32.84
14170 - System Support Specialist		40.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.09
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.89
15050 - Computer Based Training Specialist / Instructor		35.09
15060 - Educational Technologist		35.86
15070 - Flight Instructor (Pilot)		50.89
15080 - Graphic Artist		25.79
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.89
15086 - Maintenance Test Pilot, Rotary Wing		50.89
15088 - Non-Maintenance Test/Co-Pilot		50.89
15090 - Technical Instructor		27.43
15095 - Technical Instructor/Course Developer		33.55
15110 - Test Proctor		22.14
15120 - Tutor		22.14
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.37***
16030 - Counter Attendant		11.37***
16040 - Dry Cleaner		14.61***
16070 - Finisher, Flatwork, Machine		11.37***
16090 - Presser, Hand		11.37***
16110 - Presser, Machine, Drycleaning		11.37***
16130 - Presser, Machine, Shirts		11.37***
16160 - Presser, Machine, Wearing Apparel, Laundry		11.37***
16190 - Sewing Machine Operator		15.48***
16220 - Tailor		16.65***
16250 - Washer, Machine		12.50***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.17
19040 - Tool And Die Maker		30.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.25
21030 - Material Coordinator		24.46
21040 - Material Expediter		24.46
21050 - Material Handling Laborer		16.42***
21071 - Order Filler		16.83***
21080 - Production Line Worker (Food Processing)		19.25
21110 - Shipping Packer		17.87
21130 - Shipping/Receiving Clerk		17.87
21140 - Store Worker I		13.64***
21150 - Stock Clerk		19.78
21210 - Tools And Parts Attendant		19.25
21410 - Warehouse Specialist		19.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.44
23019 - Aircraft Logs and Records Technician		32.03
23021 - Aircraft Mechanic I		37.62
23022 - Aircraft Mechanic II		39.44
23023 - Aircraft Mechanic III		41.27
23040 - Aircraft Mechanic Helper		26.98
23050 - Aircraft, Painter		35.72
23060 - Aircraft Servicer		32.03
23070 - Aircraft Survival Flight Equipment Technician		35.72
23080 - Aircraft Worker		33.89
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		33.89

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	37.62
II	
23110 - Appliance Mechanic	21.51
23120 - Bicycle Repairer	20.03
23125 - Cable Splicer	31.66
23130 - Carpenter, Maintenance	22.35
23140 - Carpet Layer	20.30
23160 - Electrician, Maintenance	24.39
23181 - Electronics Technician Maintenance I	26.71
23182 - Electronics Technician Maintenance II	28.15
23183 - Electronics Technician Maintenance III	29.65
23260 - Fabric Worker	25.58
23290 - Fire Alarm System Mechanic	23.76
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	22.84
23312 - Fuel Distribution System Operator	17.91
23370 - General Maintenance Worker	19.91
23380 - Ground Support Equipment Mechanic	37.62
23381 - Ground Support Equipment Servicer	32.03
23382 - Ground Support Equipment Worker	33.89
23391 - Gunsmith I	20.03
23392 - Gunsmith II	23.01
23393 - Gunsmith III	25.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.42
23430 - Heavy Equipment Mechanic	29.36
23440 - Heavy Equipment Operator	22.83
23460 - Instrument Mechanic	27.95
23465 - Laboratory/Shelter Mechanic	24.25
23470 - Laborer	16.42***
23510 - Locksmith	23.68
23530 - Machinery Maintenance Mechanic	28.33
23550 - Machinist, Maintenance	24.00
23580 - Maintenance Trades Helper	16.69***
23591 - Metrology Technician I	27.95
23592 - Metrology Technician II	29.30
23593 - Metrology Technician III	30.67
23640 - Millwright	27.21
23710 - Office Appliance Repairer	21.67
23760 - Painter, Maintenance	19.31
23790 - Pipefitter, Maintenance	29.21
23810 - Plumber, Maintenance	27.72
23820 - Pneudraulic Systems Mechanic	25.54
23850 - Rigger	26.24
23870 - Scale Mechanic	23.01
23890 - Sheet-Metal Worker, Maintenance	23.58
23910 - Small Engine Mechanic	22.04
23931 - Telecommunications Mechanic I	29.53
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	30.45
23960 - Welder, Combination, Maintenance	22.70
23965 - Well Driller	23.17
23970 - Woodcraft Worker	25.54
23980 - Woodworker	20.03
24000 - Personal Needs Occupations	
24550 - Case Manager	18.79
24570 - Child Care Attendant	12.58***
24580 - Child Care Center Clerk	15.68***
24610 - Chore Aide	11.04***
24620 - Family Readiness And Support Services Coordinator	18.79
24630 - Homemaker	18.79

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.24
25040 - Sewage Plant Operator	22.57
25070 - Stationary Engineer	30.24
25190 - Ventilation Equipment Tender	21.69
25210 - Water Treatment Plant Operator	22.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.53
27007 - Baggage Inspector	14.36***
27008 - Corrections Officer	24.04
27010 - Court Security Officer	26.82
27030 - Detection Dog Handler	16.92***
27040 - Detention Officer	24.04
27070 - Firefighter	30.69
27101 - Guard I	14.36***
27102 - Guard II	16.92***
27131 - Police Officer I	33.46
27132 - Police Officer II	37.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.67***
28042 - Carnival Equipment Repairer	17.13***
28043 - Carnival Worker	11.27***
28210 - Gate Attendant/Gate Tender	17.16***
28310 - Lifeguard	11.55***
28350 - Park Attendant (Aide)	19.20
28510 - Recreation Aide/Health Facility Attendant	14.00***
28515 - Recreation Specialist	23.40
28630 - Sports Official	15.28***
28690 - Swimming Pool Operator	19.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.04
29020 - Hatch Tender	29.04
29030 - Line Handler	29.04
29041 - Stevedore I	27.45
29042 - Stevedore II	30.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.71
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.21
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47
30021 - Archeological Technician I	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	27.10
30051 - Cryogenic Technician I	29.26
30052 - Cryogenic Technician II	32.32
30061 - Drafter/CAD Operator I	20.07
30062 - Drafter/CAD Operator II	22.40
30063 - Drafter/CAD Operator III	24.97
30064 - Drafter/CAD Operator IV	30.73
30081 - Engineering Technician I	17.56
30082 - Engineering Technician II	19.70
30083 - Engineering Technician III	22.03
30084 - Engineering Technician IV	27.30
30085 - Engineering Technician V	33.40
30086 - Engineering Technician VI	40.41
30090 - Environmental Technician	25.52
30095 - Evidence Control Specialist	26.42
30210 - Laboratory Technician	25.44
30221 - Latent Fingerprint Technician I	27.37
30222 - Latent Fingerprint Technician II	30.23
30240 - Mathematical Technician	33.58
30361 - Paralegal/Legal Assistant I	22.28
30362 - Paralegal/Legal Assistant II	27.59
30363 - Paralegal/Legal Assistant III	33.75

30364 - Paralegal/Legal Assistant IV	40.83
30375 - Petroleum Supply Specialist	32.32
30390 - Photo-Optics Technician	27.75
30395 - Radiation Control Technician	32.32
30461 - Technical Writer I	25.69
30462 - Technical Writer II	31.42
30463 - Technical Writer III	38.01
30491 - Unexploded Ordnance (UXO) Technician I	29.69
30492 - Unexploded Ordnance (UXO) Technician II	35.92
30493 - Unexploded Ordnance (UXO) Technician III	43.05
30494 - Unexploded (UXO) Safety Escort	29.69
30495 - Unexploded (UXO) Sweep Personnel	29.69
30501 - Weather Forecaster I	29.26
30502 - Weather Forecaster II	35.59
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.97
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.92
31020 - Bus Aide	14.95***
31030 - Bus Driver	21.81
31043 - Driver Courier	18.35
31260 - Parking and Lot Attendant	12.00***
31290 - Shuttle Bus Driver	18.53
31310 - Taxi Driver	13.24***
31361 - Truckdriver, Light	20.07
31362 - Truckdriver, Medium	21.79
31363 - Truckdriver, Heavy	23.34
31364 - Truckdriver, Tractor-Trailer	23.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.51
99030 - Cashier	12.46***
99050 - Desk Clerk	13.72***
99095 - Embalmer	24.25
99130 - Flight Follower	29.69
99251 - Laboratory Animal Caretaker I	14.74***
99252 - Laboratory Animal Caretaker II	16.12***
99260 - Marketing Analyst	37.40
99310 - Mortician	26.46
99410 - Pest Controller	23.95
99510 - Photofinishing Worker	15.60***
99710 - Recycling Laborer	21.11
99711 - Recycling Specialist	25.93
99730 - Refuse Collector	18.65
99810 - Sales Clerk	13.98***
99820 - School Crossing Guard	13.96***
99830 - Survey Party Chief	31.00
99831 - Surveying Aide	17.98
99832 - Surveying Technician	22.63
99840 - Vending Machine Attendant	16.67***
99841 - Vending Machine Repairer	20.78
99842 - Vending Machine Repairer Helper	16.67***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 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. (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))."