

2. AMENDMENT/MODIFICATION NO. P00031	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. ADMIN MOD	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) EVANGELINE PARISH SHERIFFS OFFICE 200 COURT STREET SUITE 100 VILLE PLATTE LA 705864463	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-15-0006
		10B. DATED (SEE ITEM 13) 05/20/2015

**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	In accordance with IGSA EROIGSA-15-0006

E. IMPORTANT Contractor  is not,  is required to sign this document and return \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)  
UEI: NL8ZYEMMF3

COR: [REDACTED], (210) 283-[REDACTED]  
 Alternate COR: [REDACTED], (215) 528-[REDACTED]  
 Alternate COR: [REDACTED], (202) 732-[REDACTED]  
 Contracting Officer: [REDACTED], (682) 308-[REDACTED]  
 Contract Specialist: [REDACTED], (202) 923-[REDACTED]  
 County POC: Sheriff [REDACTED]  
 Subcontractor: Geo Group, [REDACTED]  
 Subcontractor: Geo Group, [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)	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED
_____ (Signature of person authorized to sign)	

NAME OF OFFEROR OR CONTRACTOR  
EVANGELINE PARISH SHERIFFS OFFICE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The purpose of this modification is to 1) incorporate the new wage determination and 2) update the Government Points of Contact (POCs).</p> <p>1. Incorporate the attached SCA Wage Determination 2015-5197, Revision 22 dated December 27, 2022. The new WD is effective June 29, 2023. IAW FAR 52.222-43, the Contractor shall notify the CO of any increase claimed under this clause within 30 days after receipt of this modification."</p> <p>2. Update the Government POCs listed below:</p> <p>2a. Replace [REDACTED] with [REDACTED] as the Contracting Officer Representative (COR). The Contracting Officer has hereby designated [REDACTED] as the COR for this contract.</p> <p>2b. Replace [REDACTED] with [REDACTED] and [REDACTED] as the alternate CORs. The Contracting Officer has hereby designated [REDACTED] and [REDACTED] as the alternate CORs for this contract.</p> <p>2c. The Contracting Officer and Contract Specialist are now [REDACTED] and [REDACTED], respectively.</p> <p>•</p> <p>Period of Performance: 06/29/2015 to 06/28/2025</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.: 2015-5197 Revision No.: 22 Date Of Last Revision: 12/27/2022	

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: Louisiana

Area: Louisiana Parishes of Allen, Avoyelles, Beauregard, Evangeline, La Salle, Natchitoches, Sabine, Vernon, Winn

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15.02***
01012 - Accounting Clerk II	17.08
01013 - Accounting Clerk III	19.11
01020 - Administrative Assistant	18.07
01035 - Court Reporter	15.69***
01041 - Customer Service Representative I	12.76***
01042 - Customer Service Representative II	13.92***
01043 - Customer Service Representative III	15.62***
01051 - Data Entry Operator I	15.08***
01052 - Data Entry Operator II	16.65
01060 - Dispatcher, Motor Vehicle	20.61
01070 - Document Preparation Clerk	12.49***
01090 - Duplicating Machine Operator	12.49***
01111 - General Clerk I	11.24***
01112 - General Clerk II	12.26***
01113 - General Clerk III	13.76***
01120 - Housing Referral Assistant	17.49
01141 - Messenger Courier	12.62***
01191 - Order Clerk I	12.22***
01192 - Order Clerk II	13.34***
01261 - Personnel Assistant (Employment) I	15.68***
01262 - Personnel Assistant (Employment) II	17.55
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	28.28
01290 - Rental Clerk	13.16***
01300 - Scheduler, Maintenance	14.03***
01311 - Secretary I	14.03***
01312 - Secretary II	15.69***
01313 - Secretary III	17.49
01320 - Service Order Dispatcher	18.90
01410 - Supply Technician	18.07
01420 - Survey Worker	12.55***
01460 - Switchboard Operator/Receptionist	11.79***
01531 - Travel Clerk I	12.63***
01532 - Travel Clerk II	13.76***
01533 - Travel Clerk III	14.94***
01611 - Word Processor I	12.49***
01612 - Word Processor II	14.03***
01613 - Word Processor III	15.69***
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.34
05010 - Automotive Electrician	19.65
05040 - Automotive Glass Installer	18.39
05070 - Automotive Worker	18.39
05110 - Mobile Equipment Servicer	16.09***
05130 - Motor Equipment Metal Mechanic	20.90
05160 - Motor Equipment Metal Worker	18.95
05190 - Motor Vehicle Mechanic	20.90

05220 - Motor Vehicle Mechanic Helper	14.57***
05250 - Motor Vehicle Upholstery Worker	17.35
05280 - Motor Vehicle Wrecker	18.39
05310 - Painter, Automotive	19.65
05340 - Radiator Repair Specialist	18.39
05370 - Tire Repairer	12.61***
05400 - Transmission Repair Specialist	20.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.51
07041 - Cook I	11.40***
07042 - Cook II	13.42***
07070 - Dishwasher	8.85***
07130 - Food Service Worker	9.06***
07210 - Meat Cutter	16.53
07260 - Waiter/Waitress	9.01***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.90
09040 - Furniture Handler	13.52***
09080 - Furniture Refinisher	23.90
09090 - Furniture Refinisher Helper	17.11
09110 - Furniture Repairer, Minor	20.66
09130 - Upholsterer	23.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.96***
11060 - Elevator Operator	10.89***
11090 - Gardener	18.45
11122 - Housekeeping Aide	10.89***
11150 - Janitor	10.89***
11210 - Laborer, Grounds Maintenance	13.17***
11240 - Maid or Houseman	9.25***
11260 - Pruner	11.33***
11270 - Tractor Operator	16.68
11330 - Trail Maintenance Worker	13.17***
11360 - Window Cleaner	12.66***
12000 - Health Occupations	
12010 - Ambulance Driver	16.65
12011 - Breath Alcohol Technician	19.12
12012 - Certified Occupational Therapist Assistant	33.18
12015 - Certified Physical Therapist Assistant	33.52
12020 - Dental Assistant	16.16***
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.99
12035 - Electroneurodiagnostic Technologist	28.99
12040 - Emergency Medical Technician	16.65
12071 - Licensed Practical Nurse I	17.09
12072 - Licensed Practical Nurse II	19.12
12073 - Licensed Practical Nurse III	21.32
12100 - Medical Assistant	13.28***
12130 - Medical Laboratory Technician	22.96

12160 - Medical Record Clerk	15.60***
12190 - Medical Record Technician	17.46
12195 - Medical Transcriptionist	17.09
12210 - Nuclear Medicine Technologist	42.04
12221 - Nursing Assistant I	10.77***
12222 - Nursing Assistant II	12.11***
12223 - Nursing Assistant III	13.21***
12224 - Nursing Assistant IV	14.82***
12235 - Optical Dispenser	17.84
12236 - Optical Technician	17.09
12250 - Pharmacy Technician	15.11***
12280 - Phlebotomist	13.07***
12305 - Radiologic Technologist	23.97
12311 - Registered Nurse I	24.72
12312 - Registered Nurse II	30.24
12313 - Registered Nurse II, Specialist	30.24
12314 - Registered Nurse III	36.59
12315 - Registered Nurse III, Anesthetist	36.59
12316 - Registered Nurse IV	43.85
12317 - Scheduler (Drug and Alcohol Testing)	23.70
12320 - Substance Abuse Treatment Counselor	21.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.15
13012 - Exhibits Specialist II	21.23
13013 - Exhibits Specialist III	25.98
13041 - Illustrator I	17.15
13042 - Illustrator II	21.23
13043 - Illustrator III	25.98
13047 - Librarian	23.52
13050 - Library Aide/Clerk	13.65***
13054 - Library Information Technology Systems Administrator	21.23
13058 - Library Technician	16.23
13061 - Media Specialist I	15.32***
13062 - Media Specialist II	17.15
13063 - Media Specialist III	19.11
13071 - Photographer I	15.32***
13072 - Photographer II	17.15
13073 - Photographer III	21.23
13074 - Photographer IV	25.98
13075 - Photographer V	31.43
13090 - Technical Order Library Clerk	17.15
13110 - Video Teleconference Technician	15.32***
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.18***
14042 - Computer Operator II	18.10
14043 - Computer Operator III	20.92
14044 - Computer Operator IV	23.22
14045 - Computer Operator V	25.78

14071 - Computer Programmer I	(see 1)	20.61
14072 - Computer Programmer II	(see 1)	26.93
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		16.18***
14160 - Personal Computer Support Technician		23.22
14170 - System Support Specialist		25.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.53
15020 - Aircrew Training Devices Instructor (Rated)		35.72
15030 - Air Crew Training Devices Instructor (Pilot)		42.82
15050 - Computer Based Training Specialist / Instructor		29.53
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		42.82
15080 - Graphic Artist		23.23
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.82
15086 - Maintenance Test Pilot, Rotary Wing		42.82
15088 - Non-Maintenance Test/Co-Pilot		42.82
15090 - Technical Instructor		18.99
15095 - Technical Instructor/Course Developer		23.23
15110 - Test Proctor		15.33***
15120 - Tutor		15.33***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.55***
16030 - Counter Attendant		9.55***
16040 - Dry Cleaner		11.32***
16070 - Finisher, Flatwork, Machine		9.55***
16090 - Presser, Hand		9.55***
16110 - Presser, Machine, Drycleaning		9.55***
16130 - Presser, Machine, Shirts		9.55***
16160 - Presser, Machine, Wearing Apparel, Laundry		9.55***
16190 - Sewing Machine Operator		11.98***
16220 - Tailor		12.64***
16250 - Washer, Machine		10.02***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.90
19040 - Tool And Die Maker		29.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.07
21030 - Material Coordinator		28.28
21040 - Material Expediter		28.28
21050 - Material Handling Laborer		14.64***
21071 - Order Filler		12.14***
21080 - Production Line Worker (Food Processing)		18.07
21110 - Shipping Packer		19.68
21130 - Shipping/Receiving Clerk		19.68

21140 - Store Worker I	12.43***
21150 - Stock Clerk	18.46
21210 - Tools And Parts Attendant	18.07
21410 - Warehouse Specialist	18.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.95
23019 - Aircraft Logs and Records Technician	20.66
23021 - Aircraft Mechanic I	25.47
23022 - Aircraft Mechanic II	26.95
23023 - Aircraft Mechanic III	28.42
23040 - Aircraft Mechanic Helper	17.11
23050 - Aircraft, Painter	23.90
23060 - Aircraft Servicer	20.66
23070 - Aircraft Survival Flight Equipment Technician	23.90
23080 - Aircraft Worker	22.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.47
23110 - Appliance Mechanic	23.90
23120 - Bicycle Repairer	18.93
23125 - Cable Splicer	26.50
23130 - Carpenter, Maintenance	18.30
23140 - Carpet Layer	22.29
23160 - Electrician, Maintenance	23.48
23181 - Electronics Technician Maintenance I	27.85
23182 - Electronics Technician Maintenance II	29.85
23183 - Electronics Technician Maintenance III	31.82
23260 - Fabric Worker	20.66
23290 - Fire Alarm System Mechanic	25.47
23310 - Fire Extinguisher Repairer	18.93
23311 - Fuel Distribution System Mechanic	25.47
23312 - Fuel Distribution System Operator	18.93
23370 - General Maintenance Worker	16.89
23380 - Ground Support Equipment Mechanic	25.47
23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	22.29
23391 - Gunsmith I	18.93
23392 - Gunsmith II	22.29
23393 - Gunsmith III	25.47
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.82
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.09
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	20.39
23460 - Instrument Mechanic	25.47
23465 - Laboratory/Shelter Mechanic	23.90
23470 - Laborer	14.64***



23510 - Locksmith	23.90
23530 - Machinery Maintenance Mechanic	31.70
23550 - Machinist, Maintenance	24.69
23580 - Maintenance Trades Helper	16.36
23591 - Metrology Technician I	25.47
23592 - Metrology Technician II	26.95
23593 - Metrology Technician III	28.42
23640 - Millwright	28.49
23710 - Office Appliance Repairer	23.90
23760 - Painter, Maintenance	18.11
23790 - Pipefitter, Maintenance	25.19
23810 - Plumber, Maintenance	23.68
23820 - Pneudraulic Systems Mechanic	25.47
23850 - Rigger	25.47
23870 - Scale Mechanic	22.29
23890 - Sheet-Metal Worker, Maintenance	25.47
23910 - Small Engine Mechanic	21.37
23931 - Telecommunications Mechanic I	26.97
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	25.47
23960 - Welder, Combination, Maintenance	21.70
23965 - Well Driller	25.47
23970 - Woodcraft Worker	25.47
23980 - Woodworker	18.93
24000 - Personal Needs Occupations	
24550 - Case Manager	15.60***
24570 - Child Care Attendant	11.48***
24580 - Child Care Center Clerk	13.66***
24610 - Chore Aide	9.02***
24620 - Family Readiness And Support Services Coordinator	15.60***
24630 - Homemaker	15.60***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.74
25040 - Sewage Plant Operator	17.47
25070 - Stationary Engineer	23.74
25190 - Ventilation Equipment Tender	15.99***
25210 - Water Treatment Plant Operator	17.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.84***
27007 - Baggage Inspector	14.69***
27008 - Corrections Officer	18.44
27010 - Court Security Officer	15.65***
27030 - Detection Dog Handler	16.43
27040 - Detention Officer	18.44
27070 - Firefighter	14.63***
27101 - Guard I	14.69***
27102 - Guard II	16.43
27131 - Police Officer I	16.05***

27132 - Police Officer II	17.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.35***
28042 - Carnival Equipment Repairer	14.77***
28043 - Carnival Worker	9.13***
28210 - Gate Attendant/Gate Tender	14.75***
28310 - Lifeguard	13.14***
28350 - Park Attendant (Aide)	16.50
28510 - Recreation Aide/Health Facility Attendant	12.04***
28515 - Recreation Specialist	19.29
28630 - Sports Official	13.14***
28690 - Swimming Pool Operator	21.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.62
29020 - Hatch Tender	24.62
29030 - Line Handler	24.62
29041 - Stevedore I	22.82
29042 - Stevedore II	26.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	16.60
30022 - Archeological Technician II	18.58
30023 - Archeological Technician III	23.02
30030 - Cartographic Technician	23.02
30040 - Civil Engineering Technician	21.67
30051 - Cryogenic Technician I	23.26
30052 - Cryogenic Technician II	25.69
30061 - Drafter/CAD Operator I	16.60
30062 - Drafter/CAD Operator II	18.58
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.48
30081 - Engineering Technician I	13.50***
30082 - Engineering Technician II	15.24***
30083 - Engineering Technician III	17.04
30084 - Engineering Technician IV	21.11
30085 - Engineering Technician V	25.83
30086 - Engineering Technician VI	31.43
30090 - Environmental Technician	21.11
30095 - Evidence Control Specialist	21.00
30210 - Laboratory Technician	20.71
30221 - Latent Fingerprint Technician I	23.26
30222 - Latent Fingerprint Technician II	25.69
30240 - Mathematical Technician	21.11
30361 - Paralegal/Legal Assistant I	18.19
30362 - Paralegal/Legal Assistant II	22.54
30363 - Paralegal/Legal Assistant III	27.57
30364 - Paralegal/Legal Assistant IV	33.35

30375 - Petroleum Supply Specialist	25.69
30390 - Photo-Optics Technician	23.02
30395 - Radiation Control Technician	25.69
30461 - Technical Writer I	21.11
30462 - Technical Writer II	25.83
30463 - Technical Writer III	31.25
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	23.26
30502 - Weather Forecaster II	28.29
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.71
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 21.11
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	11.61***
31030 - Bus Driver	17.49
31043 - Driver Courier	13.59***
31260 - Parking and Lot Attendant	9.99***
31290 - Shuttle Bus Driver	14.52***
31310 - Taxi Driver	11.22***
31361 - Truckdriver, Light	14.52***
31362 - Truckdriver, Medium	15.84***
31363 - Truckdriver, Heavy	19.08
31364 - Truckdriver, Tractor-Trailer	19.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	9.18***
99050 - Desk Clerk	10.20***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.01***
99252 - Laboratory Animal Caretaker II	14.23***
99260 - Marketing Analyst	25.54
99310 - Mortician	26.22
99410 - Pest Controller	20.33
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	20.94
99730 - Refuse Collector	14.25***
99810 - Sales Clerk	12.03***
99820 - School Crossing Guard	13.98***
99830 - Survey Party Chief	19.04
99831 - Surveying Aide	11.75***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	15.27***

99841 - Vending Machine Repairer

19.81

99842 - Vending Machine Repairer Helper

15.27\*\*\*

\*\*\*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.

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 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))."