AMENDMENT OF SOLICITATION/MOI	DIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE	OF PAGES
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. RE	QUISITION/PURCHASE REQ. NO.	5. PROJECT	2 NO. (If applicable)
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		x 1	0A. MODIFICATION OF CONTRACT/ORDER ROIGSA-17-0001	NO.	an a
		1	OB. DATED (SEE ITEM 13)		
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			DMINISTRATIVE CHANGES (such as chang Y OF FAR 43.103(b).	es in paying office	θ,
C. THIS SUPPLEMENTAL AGRI	EEMENT IS ENTERED INTO PURSUANT	TOAUTHO	RITY OF:		
D. OTHER (Specify type of mod	ification and authority)				
X In accordance wi	th the agreement				
E. IMPORTANT: Contractor	s not. It is required to sign this docume				
DUNS Number: 094161494 Contracting Officer's Re (720) 87 Contracting Officer (CO) (202) 732- Contract Specialist (CS) (202) 73 Continued Except as provided herein, all terms and condition	5				
15A. NAME AND TITLE OF SIGNER (Type or p	rint)	16	A. NAME AND TITLE OF CONTRACTING O	FFICER (Type or	print)
Donald G. McD 15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign	ISC. DATE SIGN	F 20			
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NAME OF OFFEROR OR CONTRACTOR RIO GRANDE COUNTY OF

EM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT
(**)					x-7
	The purpose of this no cost modification is to				æ
	change the standards from NDS 2000 to NDS 2019.				
	Period of Performance: 12/15/2016 to 12/14/2021				
	All other terms and conditions remain unchanged.				
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		11. THIS ITEM ONLY APPLIES TO A	MEND	MENTS OF SOLICITATIONS	
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	ting Officer's Represe	entative (COR):			
	, (720) 875-				
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	, (720) 875-				
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Contract	ting Officer (CO):				
S Continue	(202) 732-				
Except as pro	vided herein, all terms and conditions of the	e document referenced in Item 9 A or 10	A, as h	eretofore changed, remains unchanged and in fu	ull force and effect.
15A. NAME A	ND TITLE OF SIGNER (Type or print)				
15B. CONTRA	ACTOR/OFFEROR	15C. DATE SIGNE			
	(Signature of person authorized to sign)				
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See Schedule 13. THIS TEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14. CHECK ONE A THIS CHANCE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN THE MID. B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIF ED TO REFLECT THE ADM INSTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH NITEM 14, PURSUANT TO THE AUTHORITY OF FAR 31 (03(b)). C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF. D. OTHER (Specify type of modification and authority) X TAW WITH ICS A REFORESA-17-0001 E. IMPORTANT Contractor Contractor Is not. I. DESCRIPTION OF AMENDMENTIMOUFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) DUINS Number: 094161494 Contracting Officer's Representative (COR): <			and date	e specified.			
OHEOKOME A THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Speedy authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT B. THE ABOVE NUMBERED CONTRACTORDER IS MODIF ED TO REFLECT THE ADM NISTRATIVE 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 IAW with IGSA EROIGSA-17-0001 E. IMPORTANT Els required to sign this document and return copies to the issuing office. 14. DESCRIPTION OF AMENDMENTIMODIFICATION (Organized by UCF section headings, including solicitation/contrad subject matter where feasible.) DUNS NUMBER: 0.94 (1614.94 Contracting Officer's Representative (COR): , (720) 875		*					
A CARDER NO. IN ITEM IOA. COULD OF COUNT OF LIGAD and analytic if the DAVECE DET FORTER INTER ADDINIEST ATTYRE CHANGES (such as changes in paying affice, appropriation date, etc.) SET FORTH NITEM 14, PURSUANT TO THE ADTHORNTY OF FAR43.103(b). C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORNTY OF: D. OTHER (Specify type of modification and authority) X IAW with IGSA EROIGSA-17-0001 E. IMPORTANT E. IMPORTANT Contractor Contractor DUOTS Number: 094161494 Contracting Office: , (720) 875- Alternate COR: (720) 875- Contracting Office: , 202-732- Except as provide herein, al terms and conditions of the document referenced in Item 9 Aor 10A, as heretofore changed, remains unchanged and in full force and effect. 16A NAME AND TITLE OF SIGNER (Type or print) 15C. DATE SIGNE ISBN 00-01-162-8070 15C. DATE SIGNE	13. THIS ITEM ONLY APPLIES TO M	ODIFICATION OF CONTRACTS/ORE	Ders. I	T MODIFIES THE CONTRACT/ORDER NO. AS D	ESCRIBE	D IN ITEM	14.
A CARDER NO. IN ITEM IOA. COULD OF COUNT OF LIGAD and analytic if the DAVECE DET FORTER INTER ADDINIEST ATTYRE CHANGES (such as changes in paying affice, appropriation date, etc.) SET FORTH NITEM 14, PURSUANT TO THE ADTHORNTY OF FAR43.103(b). C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORNTY OF: D. OTHER (Specify type of modification and authority) X IAW with IGSA EROIGSA-17-0001 E. IMPORTANT E. IMPORTANT Contractor Contractor DUOTS Number: 094161494 Contracting Office: , (720) 875- Alternate COR: (720) 875- Contracting Office: , 202-732- Except as provide herein, al terms and conditions of the document referenced in Item 9 Aor 10A, as heretofore changed, remains unchanged and in full force and effect. 16A NAME AND TITLE OF SIGNER (Type or print) 15C. DATE SIGNE ISBN 00-01-162-8070 15C. DATE SIGNE						TRACT	
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: D. OTHER (Specify type of modification and authonity) I.AW with IGSA EROIGSA-17-0001 E. IMPORTANT Contractor Els not. Els required to sign this document and return copies to the issuing office. 14. DESCRIPTION OF AMENDMENTIMODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) DUNS Number: 0.0941614.94 Contracting Officer's Representative (COR): , (720) 875	A. THIS CHANGE ORDER IS ISSUED F ORDER NO. IN ITEM 10A.	PURSUANT TO: (Specify authority)	THE CH	ANGES SET FORTH IN ITEM 14 ARE MADE IN	THE CON	TRACT	
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: D. OTHER (Specify type of modification and authonity) I.AW with IGSA EROIGSA-17-0001 E. IMPORTANT Contractor Els not. Els required to sign this document and return copies to the issuing office. 14. DESCRIPTION OF AMENDMENTIMODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) DUNS Number: 0.0941614.94 Contracting Officer's Representative (COR): , (720) 875	B THE ABOVE NUMBERED CONTRAC	T/ORDER IS MODIE ED TO REELE	CT THE	ADM NISTRATIVE CHANGES (such as change	s in pavin	a office	
D. OTHER (Specify type of modification and authonity) X IAW with IGSA EROIGSA-17-0001 E. IMPORTNAT Contractor Dis 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.) DUNS Number: 0.94161494 Contracting Officer's Representative (COR): , (720) 875	appropriation date, etc.) SET FORTH	I NITEM 14, PURSUANT TO THE A	UTHOF	NTY OF FAR 43.103(b).	o in paying	<i>, cc.</i> ,	
X IAW with IGSA EROIGSA-17-0001 E. IMPORTANT Contractor Els 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.) DUNS Number: 094161494 Contracting Officer's Representative (COR): , (720) 875- Alternate COR: Contracting Officer: , 202-732- Take AND TITLE OF SIGNER (Type or print) Take AND TITLE OF SIGNER (Type or p	C. THIS SUPPLEMENTAL AGREEMEN	T IS ENTERED INTO PURSUANT TO	O AUTH	ORITY OF:			
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14. DESCRIPTION OF AMENDMENTIMODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) DUNS Number: 094161494 Contracting Officer's Representative (COR): , (720) 875- Alternate COR: Contracting Officer: , 202-732- Tise.contracting Officer: , 202-732- Tise.contractorNoFFEROR 15C. DATE SIGNE (Signature of person authorized to sign) 15C. DATE SIGNE NSN 7540-01-152-8070 150-	X IAW with IGSA EROIGS	A-17-0001					
DUNS Number: 094161494 Contracting Officer's Representative (COR): , (720) 875- Alternate COR: (720) 875- Contracting Officer: , 202-732- Contracting Officer: , 202-732- 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 (Signature of person authorized to sign) NSN 7540-01-152-8070	E. IMPORTANT Contractor X is not.	is required to sign this document	t and ret	urn copies to the issui	ing office.		
Contracting Officer's Representative (COR): , (720) 875- Alternate COR: (720) 875- Contracting Officer: , 202-732- Contracting Officer: , 202-732- 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 SIGNE (Signature of person authorized to sign) NSN 7540-01-152-8070	14. DESCRIPTION OF AMENDMENT/MODIFICATION	Organized by UCF section headings	, includi	ing solicitation/contract subject matter where feas	sible.)		
Alternate COR: (720) 875- (720) 875- Contracting Officer: , 202-732- 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 (<i>Type or print</i>) 15B. CONTRACTOR/OFFEROR 15C. DATE SIGNE (Signature of person authorized to sign) NSN 7540-01-152-8070	DUNS Number: 094161494						
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15B. CONTRACTOR/OFFEROR 15C. DATE SIGNE (Signature of person authorized to sign) NSN 7540-01-152-8070	• •	e document referenced in Item 9 A o	r 10A, a	s heretofore changed, remains unchanged and ir	1 full force	and effect	·
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NSN 7540-01-152-8070	15B. CONTRACTOR/OFFEROR	15C. DATE SIGNE					
NSN 7540-01-152-8070							
	(Signature of person authorized to sign)	—					

CONTINUATION SHEET	REFERENCE NO. OF DOCUMENT BEING CONTINUED
	EROIGSA-17-0001/P00003

NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Contract Specialist: 202-732-				
	The purpose of this Administrative modification to agreement EROIGSA-17-0001 is to incorporate the updated Wage Determination 2015-5433 Rev. 15, Dated: 06/06/2020.				
	Period of Performance: 12/15/2016 to 12/14/2021				
	All other terms and conditions remain unchanged.				
NSN 7540-01-152					OPTIONAL FORM 336 (4-86)

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PAGE

2

OF

13

		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT	STANDARDS ADMINISTRATION
By direction of the Secretary o	of Labor WAG	E AND HOUR DIVISION
	WASI	HINGTON D.C. 20210
	I	
	l.	
	l.	
	Wage Determ:	ination No.: 2015-5433
Daniel W. Simms Divisi	on of Re	evision No.: 15
Director Wage Determ	ninations Date Of La	st Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 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 calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

Area: Colorado Counties of Alamosa Baca Bent Conejos Costilla Crowley Custer Huerfano Kiowa Las Animas Mineral Otero Prowers Rio Grande Saguache

Fringe Benefits Required Follow the Occu	upational Listing	
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<pre>01000 - Administrative Support And Clerical Occupati 01011 - Accounting Clerk I 01012 - Accounting Clerk II 01013 - Accounting Clerk III 01020 - Administrative Assistant 01035 - Court Reporter 01041 - Customer Service Representative I 01042 - Customer Service Representative III 01043 - Customer Service Representative III 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher Motor Vehicle 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 01111 - General Clerk I 01122 - General Clerk II</pre>		$14.38 \\ 16.14 \\ 18.06 \\ 22.17 \\ 17.82 \\ 13.23 \\ 14.88 \\ 16.24 \\ 12.61 \\ 13.76 \\ 18.65 \\ 14.18 \\ 14.18 \\ 12.95 \\ 14.14 \\ 14.1$
<pre>01113 - General Clerk III 01120 - Housing Referral Assistant 01141 - Messenger Courier 01191 - Order Clerk I 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III 01270 - Production Control Clerk 01290 - Rental Clerk 01300 - Scheduler Maintenance 01311 - Secretary I 01312 - Secretary II</pre>		15.87 19.86 11.56 15.07 16.45 17.50 19.58 21.82 21.48 13.56 15.92 15.92 17.82

	- Secretary III	19.86
	- Service Order Dispatcher	17.03
01410	- Supply Technician	22.17
01420	- Survey Worker	14.35
01460	 Switchboard Operator/Receptionist 	13.34
01531	- Travel Clerk I	12.41
01532	- Travel Clerk II	13.33
01533	- Travel Clerk III	14.07
01611	- Word Processor I	14.18
01612	- Word Processor II	15.92
01613	- Word Processor III	17.82
05000 -	Automotive Service Occupations	
05005	- Automobile Body Repairer Fiberglass	18.17
	- Automotive Electrician	20.69
05040	- Automotive Glass Installer	18.99
05070	- Automotive Worker	18.99
05110	- Mobile Equipment Servicer	15.65
05130	- Motor Equipment Metal Mechanic	20.69
	- Motor Equipment Metal Worker	18.99
	- Motor Vehicle Mechanic	18.88
	- Motor Vehicle Mechanic Helper	14.74
	- Motor Vehicle Upholstery Worker	18.68
	- Motor Vehicle Wrecker	18.99
	- Painter Automotive	20.09
	- Radiator Repair Specialist	18.99
	- Tire Repairer	13.54
	- Transmission Repair Specialist	18.81
	Food Preparation And Service Occupations	
	- Baker	17.78
	- Cook I	12.63
07042	- Cook II	14.63
07070	- Dishwasher	11.34
07130	- Food Service Worker	11.81
07210	- Meat Cutter	14.92
07260	- Waiter/Waitress	10.64
		10.64
09000 -	- Waiter/Waitress Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter	10.64 22.70
09000 - 09010	Furniture Maintenance And Repair Occupations	
09000 - 09010 09040	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter	22.70
09000 - 09010 09040 09080	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler	22.70 14.64
09000 - 09010 09040 09080 09090	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher	22.70 14.64 22.70
09000 - 09010 09040 09080 09090 09110	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor</pre>	22.70 14.64 22.70 17.54
09000 - 09010 09040 09080 09090 09110 09130	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper	22.70 14.64 22.70 17.54 20.58
09000 - 09010 09040 09080 09090 09110 09130 11000 -	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer</pre>	22.70 14.64 22.70 17.54 20.58
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations</pre>	22.70 14.64 22.70 17.54 20.58 22.70
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03 18.16
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03 18.16 15.16
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03 18.16 15.16
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03 18.16 15.16 13.78
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03 18.16 15.16 13.78 17.99
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03 18.16 15.16 13.78 17.99 19.39
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03 18.16 15.16 13.78 17.99 19.39 26.59
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03 18.16 15.16 13.78 17.99 19.39 26.59 28.30
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Dental Assistant</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 12.75 15.16 11.70 14.03 18.16 15.16 13.78 17.99 19.39 26.59 28.30 16.07
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12012 12015 12020 12025 12030	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Dental Assistant - Dental Hygienist</pre>	22.70 14.64 22.70 17.54 20.58 22.70 11.91 12.75 19.73 12.75 15.16 11.70 14.03 18.16 15.16 13.78 17.99 19.39 26.59 28.30 16.07 39.70
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician</pre>	$\begin{array}{c} 22.70\\ 14.64\\ 22.70\\ 17.54\\ 20.58\\ 22.70\\ \end{array}$ $\begin{array}{c} 11.91\\ 12.75\\ 19.73\\ 12.75\\ 12.75\\ 15.16\\ 11.70\\ 14.03\\ 18.16\\ 15.16\\ 13.78\\ \end{array}$ $\begin{array}{c} 17.99\\ 19.39\\ 26.59\\ 28.30\\ 16.07\\ 39.70\\ 29.37\\ \end{array}$
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - EkG Technician - Electroneurodiagnostic Technologist</pre>	$\begin{array}{c} 22.70\\ 14.64\\ 22.70\\ 17.54\\ 20.58\\ 22.70\\ \end{array}$ $\begin{array}{c} 11.91\\ 12.75\\ 19.73\\ 12.75\\ 12.75\\ 15.16\\ 11.70\\ 14.03\\ 18.16\\ 15.16\\ 13.78\\ \end{array}$ $\begin{array}{c} 17.99\\ 19.39\\ 26.59\\ 28.30\\ 16.07\\ 39.70\\ 29.37\\ 29.37\\ \end{array}$
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician</pre>	$\begin{array}{c} 22.70\\ 14.64\\ 22.70\\ 17.54\\ 20.58\\ 22.70\\ \end{array}$ $\begin{array}{c} 11.91\\ 12.75\\ 19.73\\ 12.75\\ 12.75\\ 15.16\\ 11.70\\ 14.03\\ 18.16\\ 15.16\\ 13.78\\ \end{array}$ $\begin{array}{c} 17.99\\ 19.39\\ 26.59\\ 28.30\\ 16.07\\ 39.70\\ 29.37\\ 29.37\\ 17.99\\ \end{array}$
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 1130 11200 12010 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer Minor - Upholsterer General Services And Support Occupations - Cleaner Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Certified Occupational Therapist Assistant - Dental Assistant - Dental Hygienist - Electroneurodiagnostic Technologist - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I</pre>	$\begin{array}{c} 22.70\\ 14.64\\ 22.70\\ 17.54\\ 20.58\\ 22.70\\ \end{array}$ $\begin{array}{c} 11.91\\ 12.75\\ 19.73\\ 12.75\\ 12.75\\ 15.16\\ 11.70\\ 14.03\\ 18.16\\ 15.16\\ 13.78\\ \end{array}$ $\begin{array}{c} 17.99\\ 19.39\\ 26.59\\ 28.30\\ 16.07\\ 39.70\\ 29.37\\ 29.37\\ 17.99\\ 17.32\\ \end{array}$

12130 - Medical Laboratory Technician		25.53
12160 - Medical Record Clerk		16.30
12190 - Medical Record Technician		18.24
12195 - Medical Transcriptionist		17.32
12210 - Nuclear Medicine Technologist		42.59
12221 - Nursing Assistant I		11.61
12222 - Nursing Assistant II		13.05
12223 - Nursing Assistant III		14.24
12224 - Nursing Assistant IV		15.98
12235 - Optical Dispenser		16.30
12236 - Optical Technician 12250 - Pharmacy Technician		17.32 15.97
12280 - Phlebotomist		16.05
12200 - Filebotomist 12305 - Radiologic Technologist		29.69
12311 - Registered Nurse I		23.56
12312 - Registered Nurse II		28.83
12313 - Registered Nurse II Specialist		28.83
12314 - Registered Nurse III		34.88
12315 - Registered Nurse III Anesthetist		34.88
12316 - Registered Nurse IV		41.79
12317 - Scheduler (Drug and Alcohol Testing)		24.01
12320 - Substance Abuse Treatment Counselor		24.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.97
13012 - Exhibits Specialist II		23.50
13013 - Exhibits Specialist III		28.73
13041 - Illustrator I		18.97
13042 - Illustrator II		23.50
13043 - Illustrator III 13047 - Librarian		28.73 26.02
13050 - Library Aide/Clerk		15.10
13054 - Library Information Technology Systems		23.50
Administrator		23.30
13058 - Library Technician		16.30
13061 - Media Specialist I		16.95
13062 - Media Specialist II		18.97
13063 - Media Specialist III		21.15
13071 - Photographer I		16.95
13072 – Photographer II		18.97
13073 - Photographer III		23.50
13074 - Photographer IV		28.73
13075 - Photographer V		34.77
13090 - Technical Order Library Clerk		15.88
13110 - Video Teleconference Technician		18.65
14000 - Information Technology Occupations 14041 - Computer Operator I		13.86
14041 - Computer Operator I 14042 - Computer Operator II		15.50
14042 Computer Operator II 14043 - Computer Operator III		17.92
14044 - Computer Operator IV		19.93
14045 - Computer Operator V		22.07
14071 - Computer Programmer I	(see 1)	16.10
14072 - Computer Programmer II	(see 1)	19.95
14073 - Computer Programmer III	(see 1)	24.40
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.06
14102 - Computer Systems Analyst II	(see 1)	
	(see 1)	
14150 - Peripheral Equipment Operator		13.86
14160 - Personal Computer Support Technician		19.93
14170 - System Support Specialist		22.07
15000 - Instructional Occupations		26.00
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.06
15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot)		31.53 37.45
15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor		26.06
15050 - Educational Technologist		25.37
15000 - Flight Instructor (Pilot)		37.45
15080 - Graphic Artist		28.48

	- Maintenance Test Pilot Fixed Jet/Prop	37.45
	- Maintenance Test Pilot Rotary Wing	37.45
	- Non-Maintenance Test/Co-Pilot	37.45
	- Technical Instructor	23.29
	- Technical Instructor/Course Developer	28.48
	- Test Proctor	19.43
	- Tutor	19.43
16000 -	Laundry Dry-Cleaning Pressing And Related Occupations	
	- Assembler	13.13
	- Counter Attendant	13.13
16040	- Dry Cleaner	15.02
16070	- Finisher Flatwork Machine	13.13
16090	- Presser Hand	13.13
16110	- Presser Machine Drycleaning	13.13
16130	- Presser Machine Shirts	13.13
16160	- Presser Machine Wearing Apparel Laundry	13.13
16190	- Sewing Machine Operator	15.65
16220	- Tailor	16.28
16250	- Washer Machine	13.76
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	23.55
19040	- Tool And Die Maker	29.07
21000 -	Materials Handling And Packing Occupations	
	- Forklift Operator	14.59
	- Material Coordinator	21.48
21040	- Material Expediter	21.48
	- Material Handling Laborer	14.60
	- Order Filler	13.00
	- Production Line Worker (Food Processing)	14.59
	- Shipping Packer	15.00
	- Shipping/Receiving Clerk	15.00
	- Store Worker I	13.19
	- Stock Clerk	16.65
	- Tools And Parts Attendant	14.59
	- Warehouse Specialist	14.59
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	26.77
	- Aircraft Logs and Records Technician	20.78
	- Aircraft Mechanic I	25.33
	- Aircraft Mechanic II	26.77
	- Aircraft Mechanic III	28.12
	- Aircraft Mechanic Helper	17.83
	- Aircraft Painter	23.78
	- Aircraft Servicer	20.78
	- Aircraft Survival Flight Equipment Technician	23.78
	- Aircraft Worker	22.29
	- Aircrew Life Support Equipment (ALSE) Mechanic	22.29
I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.33
II		
23110	- Appliance Mechanic	23.55
	- Bicycle Repairer	17.01
	- Cable Splicer	38.39
	- Carpenter Maintenance	19.53
	- Carpet Layer	22.07
	- Electrician Maintenance	24.13
	- Electronics Technician Maintenance I	24.90
23182	- Electronics Technician Maintenance II	26.59
23183	- Electronics Technician Maintenance III	28.30
	- Fabric Worker	20.58
	- Fire Alarm System Mechanic	25.08
	- Fire Extinguisher Repairer	19.05
	- Fuel Distribution System Mechanic	25.33
	- Fuel Distribution System Operator	19.24
	- General Maintenance Worker	15.96
	- Ground Support Equipment Mechanic	25.33
	- Ground Support Equipment Servicer	20.78
	- Ground Support Equipment Worker	22.29

	10.05
23391 - Gunsmith I	19.05
23392 - Gunsmith II	22.07
23393 - Gunsmith III	25.08
23410 - Heating Ventilation And Air-Conditioning	21.13
Mechanic	
23411 - Heating Ventilation And Air Contidioning	22.32
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.00
23460 - Instrument Mechanic	25.08
23465 – Laboratory/Shelter Mechanic	23.55
23470 - Laborer	14.60
23510 - Locksmith	23.55
23530 - Machinery Maintenance Mechanic	26.22
23550 - Machinist Maintenance	19.20
23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	25.08
23592 - Metrology Technician II	26.51
23593 - Metrology Technician III	27.84
23640 - Millwright	25.08
23710 - Office Appliance Repairer	21.62
23760 - Painter Maintenance	21.86
23790 - Pipefitter Maintenance	25.49
23810 - Plumber Maintenance	23.37
23820 - Pneudraulic Systems Mechanic	25.08
23850 - Rigger	25.08
23870 - Scale Mechanic	22.07
23890 - Sheet-Metal Worker Maintenance	25.08
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic I	29.58
23932 - Telecommunications Mechanic II	31.27
23950 - Telephone Lineman	23.03
23960 - Welder Combination Maintenance	18.50
23965 - Well Driller	25.08
23970 - Woodcraft Worker	25.08
23980 - Woodworker	19.05
24000 - Personal Needs Occupations	15.05
24550 - Case Manager	16.27
24550 - Child Care Attendant	11.40
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	11.55
24610 - Enoie Aide 24620 - Family Readiness And Support Services	16.27
Coordinator	10.27
	16.27
24630 - Homemaker 25000 - Plant And System Operations Occupations	10.27
	26 21
25010 - Boiler Tender 25040 - Sewage Plant Operator	26.31 20.00
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	17.07
27004 - Alarm Monitor	17.27
27007 - Baggage Inspector	15.11
27008 - Corrections Officer	20.98
27010 - Court Security Officer	20.85
27030 - Detection Dog Handler	16.90
27040 - Detention Officer	20.98
27070 - Firefighter	21.08
27101 - Guard I	15.11
27102 - Guard II	16.90
27131 - Police Officer I	22.09
27132 - Police Officer II	24.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	17.34
28043 - Carnival Worker	12.31
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	12.74

	- Park Attendant (Aide) - Recreation Aide/Health Facility Attendant		16.35 11.92
	- Recreation Specialist		20.24
	- Sports Official		13.01
	- Swimming Pool Operator		20.09
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer - Hatch Tender		22.07
	- Line Handler		22.07 22.07
	- Stevedore I		20.58
	- Stevedore II		23.55
	Technical Occupations		
30010	- Air Traffic Control Specialist Center (HFO)	(see 2)	39.89
	- Air Traffic Control Specialist Station (HFO)		27.50
	- Air Traffic Control Specialist Terminal (HFO)	(see 2)	30.29
	- Archeological Technician I		14.73
	- Archeological Technician II		16.47
	- Archeological Technician III - Cartographic Technician		20.26 20.10
	- Civil Engineering Technician		20.10
	- Cryogenic Technician I		21.00
	- Cryogenic Technician II		23.19
	- Drafter/CAD Operator I		14.73
30062	- Drafter/CAD Operator II		16.47
	- Drafter/CAD Operator III		18.37
	- Drafter/CAD Operator IV		21.94
	- Engineering Technician I		11.83
	- Engineering Technician II		14.62
	- Engineering Technician III		16.36
	- Engineering Technician IV - Engineering Technician V		20.24 24.76
	- Engineering Technician VI		29.95
	- Environmental Technician		23.53
	- Evidence Control Specialist		18.96
	- Laboratory Technician		19.70
30221	- Latent Fingerprint Technician I		21.00
	- Latent Fingerprint Technician II		23.19
	- Mathematical Technician		20.10
	- Paralegal/Legal Assistant I		19.49
	- Paralegal/Legal Assistant II		24.14
	- Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV		29.53 35.73
	- Petroleum Supply Specialist		23.19
	- Photo-Optics Technician		20.10
	- Radiation Control Technician		23.19
30461	- Technical Writer I		18.77
30462	- Technical Writer II		22.95
	- Technical Writer III		27.76
	- Unexploded Ordnance (UXO) Technician I		25.35
	- Unexploded Ordnance (UXO) Technician II		30.67
	- Unexploded Ordnance (UXO) Technician III		36.76 25.35
	- Unexploded (UXO) Safety Escort - Unexploded (UXO) Sweep Personnel		25.35
	- Weather Forecaster I		21.00
	- Weather Forecaster II		25.54
	- Weather Observer Combined Upper Air Or	(see 2)	18.37
Surfac	e Programs		
	- Weather Observer Senior	(see 2)	19.90
	Transportation/Mobile Equipment Operation Occupa	ations	
	- Airplane Pilot		30.67
	- Bus Aide		14.09
	- Bus Driver - Driver Courier		19.82 15.74
	- Parking and Lot Attendant		12.71
	- Shuttle Bus Driver		17.11
	- Taxi Driver		15.02
	- Truckdriver Light		17.11
31362	- Truckdriver Medium		18.47

31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	20.64 20.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.70
99050 - Desk Clerk	11.65
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	18.16
99252 - Laboratory Animal Caretaker II	19.73
99260 - Marketing Analyst	26.26
99310 - Mortician	25.35
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.93
99711 - Recycling Specialist	19.10
99730 - Refuse Collector	14.36
99810 - Sales Clerk	12.53
99820 - School Crossing Guard	14.03
99830 - Survey Party Chief	17.69
99831 - Surveying Aide	13.45
99832 - Surveying Technician	16.73
99840 - Vending Machine Attendant	18.16
99841 - Vending Machine Repairer	22.86
99842 - Vending Machine Repairer Helper	18.16

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

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REFERENCE NO. OF DOCUMENT BEING CONTINUED EROIGSA-17-0001

PAGE OF 3

27

NAME OF OFFEROR OR CONTRACTOR

RIO	GRAN	DE	COUNTY	OF		
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(A) ITEM NO.	(B) SUPPLIES/SERVICES	(C) QUANTITY	(D) UNIT	(E) UNIT PRICE	(F) AMOUNT
	The purpose of EROIGSA-17-0001 is to establish an Inter-Governmental Service Agreement (IGSA) between the United States Department of Homeland Security (DHS), Immigration and Customs Enforcement (ICE) and Rio Grande County, CO for the provision of detention, local transportation and stationary guard services for ICE detainees at the Rio Grande County Jail located at 640 Cherry Street Del Norte, CO 81132.				
	This action does not obligate any funds. Services shall only be provided when authorized through a funded Task Order.				
	The Service Provider shall not accept any instruction that results in a change to the services detailed in this IGSA from an entity or individual other than the Contracting Officer.				
	Exempt Action: Y Delivery: 12/15/2016 Delivery Location Code: ICE/ERO ICE Enforcement & Removal Immigration and Customs Enforcement 801 I Street, NW				
	wasnington DC 20536				
0001	Period of Performance: 12/15/2016 to 12/14/2021 Detention Housing Bed Day Rate: //Bed Day Obligated Amount: \$0.00 Product/Service Code: s206		DA		0.00
0002	Transportation/Escort/Stationary Services Obligated Amount: \$0.00		HR		0.00
0003	Transport/Escort/Stationary Services Rate (overtime) Obligated Amount: \$0.00 Continued		HR		0.00
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REFERENCE NO. OF DOCUMENT BEING CONTINUED EROIGSA-17-0001 PAGE OF

27

NAME OF OFFEROR OR CONTRACTOR

) NO.	(B) SUPPLIES/SERVICES	(C) QUANTITY	(D) UNIT	(E) UNIT PRICE	(F) AMOUNT
	Invoicing Instructions: Service Providers/Contractors shall use these procedures when submitting an invoice. 1. Invoice Submission: Invoices shall be submitted in a .pdf format on a monthly basis via email to: Invoice.Consolidation@ice.dhs.gov Each email shall contain only one (1) invoice and the subject line of the email will annotate the invoice number. The emailed invoice shall include the 'bill to' address shown below: DHS, ICE Financial Operations - Burlington				
	P.O. Box 1620 ATTN: ICE-ERO/FOD-FDN Williston, VT 05495-1620				
	Note: the Service Provider's or Contractor's Dunn and Bradstreet (D&B) DUNS Number must be registered in the System for Award Management (SAM) at https://www.sam.gov prior to award and shall be notated on every invoice submitted to ensure prompt payment provisions are met. The ICE program office identified in the task order/contract shall also be notated on every invoice.				
	2. Content of Invoices: Each invoice submission shall contain the following information: (i) Name and address of the Service Provider/Contractor. Note: the name, address and DUNS number on the invoice MUST match the information in both the Contract/Agreement and the information in the SAM. If payment is remitted to another entity, the name, address and DUNS information of that entity must also be provided which will require Government verification before payment can be processed; (ii) Dunn and Bradstreet (D&B) DUNS Number; (iii) Invoice date and invoice number; (iv) Agreement/Contract number, contract line item number and, if applicable, the order number; (v) Description, quantity, unit of measure, unit				
	<pre>(v) Description, quantity, unit of measure, unit price, extended price and period of performance of the items or services delivered; Continued</pre>				

REFERENCE NO. OF DOCUMENT BEING CONTINUED EROIGSA-17-0001 PAGE OF

27

NAME OF OFFEROR OR CONTRACTOR RIO GRANDE COUNTY OF

0.	(B) SUPPLIES/SERVICES	(C) QUANTITY	(D) UNIT	(E) UNIT PRICE	(F) AMOUNT
	(vi) Shipping number and date of shipment,				
	including the bill of lading number and weight of				
	shipment if shipped on Government bill of lading;				
	(vii) Terms of any discount for prompt payment				
	offered;				
	(viii) Remit to Address;				
	(ix) Name, title, and phone number of person to				
	notify in event of defective invoice; and				
	3. Invoice Supporting Documentation. In order to				
	ensure payment, the vendor must also submit				
	supporting documentation to the Contracting				
	Officer's Representative (COR) identified in the				
	contract as described below. Supporting				
	documentation shall be submitted to the COR or				
	contract Point of Contact (POC) identified in the				
	contract or task order with all invoices, as				
	appropriate. See paragraph 4 for details				
	regarding the safeguarding of information.				
	Invoices without documentation to support				
	invoiced items, containing charges for items				
	outside the scope of the contract, or not based				
	on the most recent contract base or modification				
	rates will be considered improper and returned				
	for resubmission. Supporting documentation				
	requirements include:				
	(i) Firm Fixed Price Items (items not subject to				
	any adjustment on the basis of the contractor's				
	cost experience, such as pre-established monthly				
	guaranteed minimums for detention or				
	transportation): do not require detailed				
	supporting documentation unless specifically				
	requested by the Government.				
	(ii) Fixed Unit Price Items (items for allowable				
	incurred costs, such as detention and/or				
	transportation services with no defined minimum				
	quantities, stationary guard or escort services,				
	transportation mileage or other Minor Charges				
	such as sack lunches and detainee wages): shall				
	be fully supported with documentation				
	substantiating the costs and/or reflecting the				
	established price in the contract and submitted				
	in .pdf format.				
	(iii) Detention Services:				
	(1) Bed day rate;				
	(2) Resident's/detainee's check-in and check-out				
	dates;				
	(3) Number of bed days multiplied by the bed day				
	Continued				

REFERENCE NO. OF DOCUMENT BEING CONTINUED EROIGSA-17-0001

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27

NAME OF OFFEROR OR CONTRACTOR

RIO GRANDE COUNTY OF

A) VINO.	(B) SUPPLIES/SERVICES	(C) QUANTITY	(D) UNIT	(E) UNIT PRICE	(F) AMOUNT
	rate;				
	(4) Name of each detainee;				
	(5) Resident's/detainee's identification				
	information				
	(iv) Transportation Services:				
	(1) The mileage rate being applied for that				
	invoice.				
	(2) Monthly billing reports listing				
	transportation services provided; number of				
	miles; transportation routes provided; locations				
	serviced and/or names/numbers of detainees				
	transported; an itemized listing of all other				
	charges; and, for reimbursable expenses (e.g.				
	travel expenses, special meals, etc.) copies of				
	all receipts.				
	(v) Stationary Guard Services:				
	(1) The itemized monthly invoice shall state the				
	number of hours being billed, the duration of the				
	billing (times and dates) and the name of the				
	resident(s)/detainee(s) that was/were guarded.				
	(vi) Other Direct Charges:				
	The invoice shall include appropriate supporting				
	documentation for any direct charge billed for				
	reimbursement.				
	4. Safeguarding Information: As a contractor or vendor conducting business with Immigration and				
	Customs Enforcement (ICE), you are required to				
	comply with DHS Policy regarding the safeguarding				
	of Sensitive Personally Identifiable Information				
	(PII). Sensitive PII is information that				
	identifies an individual, including an alien, and				
	could result in harm, embarrassment,				
	inconvenience or unfairness. Examples of				
	Sensitive PII include information such as: Social				
	Security Numbers, Alien Registration Numbers				
	(A-Numbers), or combinations of information such				
	as the individual's name or other unique				
	identifier and full date of birth, citizenship,				
	or immigration status.				
	As part of your obligation to safeguard				
	information, the follow precautions are required:				
	(i) Email supporting documents containing				
	Sensitive PII in an encrypted attachment with				
	password sent separately.				
	(ii) Never leave paper documents containing				
	Sensitive PII unattended and unsecure. When not				
	in use, these documents will be locked in				
	Continued				

REFERENCE NO. OF DOCUMENT BEING CONTINUED EROIGSA-17-0001 PAGE OF

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NAME OF OFFEROR OR CONTRACTOR RIO GRANDE COUNTY OF

(A) Tem No.	(B) SUPPLIES/SERVICES	(C) QUANTITY	(D) UNIT	(E) UNIT PRICE	(F) AMOUNT
	drawers, cabinets, desks, etc. so the information is not accessible to those without a need to know.				
	(iii) Use shredders when discarding paper				
	documents containing Sensitive PII. (iv) Refer to the DHS Handbook for Safeguarding				
	Sensitive Personally Identifiable Information				
	(March 2012) found at				
	I FOR MORE INFORMATION ON AND/OR EXAMPLES OF				
	Sensitive PII.				
	5. If you have questions regarding payment,				
	please contact ICE Financial Operations at				
	1-877-491-6521 or by e-mail at OCFO.CustomerService@ice.dhs.gov				
	OCFO.CUSCOMEISEIVICE@ICE.UNS.GOV				
	The total amount of award: \$0.00. The obligation for this award is shown in box 24.				

EROIGSA-17-0001 INTERGOVERNMENTAL SERVICE AGREEMENT BETWEEN THE U.S. DEPARTMENT OF HOMELAND SECURITY U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT ENFORCEMENT AND REMOVAL OPERATIONS AND RIO GRANDE COUNTY JAIL

This Intergovernmental Service Agreement ("Agreement") is entered into between the U.S. Department of Homeland Security (DHS), U.S. Immigration and Customs Enforcement ("ICE"), and the Rio Grande County Jail ("Service Provider") for the detention and care of aliens ("detainees"). The term "Parties" is used in this Agreement to refer jointly to ICE and the Service Provider.

FACILITY LOCATION:

The Service Provider shall provide detention services for detainees at the following institution(s):

Rio Grande County Jail 640 Cherry Street Del Norte, CO 81132

The following documents constitute the complete agreement:

- Intergovernmental Service Agreement (IGSA)
- Attachment 1- Rio Grande County Proposal Letter dated 10/13/2016, incorporated herein by reference
- Attachment 2 Title 29, Part 4 Labor Standards for Federal Service Contracts
- Attachment 3 Wage Determination Number: WD 15-5433 (Rev. 2) dated 12/29/2015
- Attachment 4 Quality Assurance Surveillance Plan
- Attachment 4A- Performance Requirements Summary (PRS)
- Attachment 4B- ICE Detention Standards Review Worksheet
- Attachment 4C- Contract Discrepancy Report (CDR)
- Attachment 5-DHS PREA Standards
- National Detention Standards (NDS) 2000 are incorporated by reference

IN WITNESS WHEREOF, the undersigned, duly authorized officers, have subscribed their names on behalf of the Rio Grande County Jail and ICE.

ACCEPTED:

ACCEPTED:

U.S. Immigration and Customs Enforcement

Rio Grande County Jail

Contractir	3	
Signature:		
Date:	12/10/201	16
	1 1	

Brian Norton

Sheriff Signature: <u>In 1. 1/2016</u> Date: <u>11/17/2016</u>

Article 1. Purpose

- A. <u>Purpose:</u> The purpose of this Intergovernmental Service Agreement (IGSA) is to establish an Agreement between ICE and the Service Provider for the detention and care of persons detained under the authority of the Immigration and Nationality Act, as amended. All persons in the custody of ICE are "Administrative Detainees." This term recognizes that ICE detainees are not charged with criminal violations and are only held in custody to assure their presence throughout the administrative hearing process and to assure their presence for removal from the United States pursuant to a lawful final order by the Immigration Court, the Board of Immigration Appeals, an authorized Executive Official, or other Federal judicial body.
- B. <u>Responsibilities:</u> This Agreement sets forth the responsibilities of ICE and the Service Provider. The Agreement states the services the Service Provider shall perform satisfactorily to receive payment from ICE at the rate prescribed in Article I C.
- C. <u>Rates:</u> This is a fixed rate agreement, not a cost reimbursable agreement, with respect to the bed day rate. ICE will be responsible for reviewing and approving the costs associated with this Agreement and subsequent modifications utilizing all applicable federal procurement laws, regulations and standards in arriving at the bed day rate.

Bed Day Rate: Transport/Escort/Stationary Services Rate : Transport/Escort/Stationary Services Rate (overtime)



per Detainee per Hour per OT Hour

Article 2. General

- A. <u>Commencement of Services:</u> ICE is under no obligation to utilize the facilities identified herein until the need for detention services has been identified, funding has been identified and made available, and the Rio Grande County Jail satisfactorily meets ICE requirements for detention services.
- B. <u>Funding</u>: The obligation of ICE to make payments to the Service Provider is contingent upon the availability of Federal funds. ICE will neither present detainees to the Service Provider nor direct performance of any other services until ICE has the appropriate funding. Orders will be placed under this Agreement when specific requirements have been identified and funding obligated. Performance under this Agreement is not authorized until the Contracting Officer issues an order in writing. The effective date of the services will be negotiated and specified in a Task Order to this Agreement.
- C. <u>Subcontractors</u>: The Service Provider shall notify and obtain approval from the ICE Contracting Officer if it intends to house ICE detainees in a facility other than the Rio Grande County Jail. If either the Facility or any future facility is operated by an entity other than the Service Provider, ICE will treat the entity as a subcontractor to the Service Provider. The Service Provider shall obtain the Contracting Officer's approval before

subcontracting the detention and care of detainees to another entity. The Contracting Officer has the right to deny, withhold, or withdraw approval of the proposed subcontractor. Upon approval by the Contracting Officer, the Service Provider shall ensure that any subcontract includes all provisions of this Agreement, and shall provide ICE with copies of all subcontracts. All payments will be made to the Service Provider. ICE will not accept invoices from, or make payments to, a subcontractor. Subcontractors that perform under this agreement are subject to the terms and conditions of this IGSA.

D. <u>Consistent with Law:</u> This is a firm fixed rate Agreement, not a cost reimbursable Agreement. This Agreement is permitted under applicable statutes, regulation, policies or judicial mandates. Any provision of this Agreement contrary to applicable statutes, regulation, policies or judicial mandates is null and void and shall not necessarily affect the balance of the Agreement.

Article 3. Covered Services

- A. <u>Bedspace:</u> The Service Provider shall provide **beds (both male and female)** on a space available basis for no more than seventy-two (72) hours. The Service Provider shall house all detainees as determined within the Service Provider's classification system. ICE will be financially liable only for the actual detainee days as defined in Paragraph C of Article III.
- B. <u>Basic Needs</u>: The Service Provider shall provide ICE detainees with safekeeping, housing, subsistence, medical and other services in accordance with this Agreement. In providing these services, the Service Provider shall ensure compliance with all applicable laws, regulations, fire and safety codes, policies and procedures. The types and levels of services shall be consistent with those the Service Provider routinely affords other inmates.

If the Service Provider determines that ICE has delivered a person for custody who is under the age of eighteen (18), the Service Provider shall not house that person with adult detainees and shall immediately notify the ICE Contract Officer Representative (COR) or designated ICE official. ICE will remove the juvenile as quickly as is reasonably possible.

- C. <u>Unit of Service and Financial Liability</u>: The unit of service is called a "Bed Day" and is defined as one person per day. The bed day begins on the date of arrival. The Service Provider may bill ICE for the date of arrival but not the date of departure. The Service Provider shall not charge for costs that are not directly related to the housing and detention of detainees. Such unallowable costs include but are not limited to:
 - 1) Salaries of elected officials
 - 2) Salaries of employees not directly engaged in the housing and detention of detainees

- 3) Indirect costs in which a percentage of all local government costs are pro-rated and applied to individual departments unless, those cost are allocated under an approved Cost Allocation Plan
- 4) Detainee services which are not provided to, or cannot be used by, Federal detainees
- 5) Operating costs of facilities not utilized by Federal detainees
- 6) Interest on borrowing (however represented), bond discounts, costs of financing/refinancing, except as prescribed by OMB Circular A-87.
- Legal or professional fees (including legal expenses for prosecution of claims against the Federal Government, legal expenses of individual detainees or inmates)
- 8) Contingencies
- D. <u>Interpretive/Translation Services</u>: The Service Provider shall make special provisions for non-English speaking, handicapped or illiterate detainees. Upon request, ICE will assist the Service Provider in obtaining translation services through a toll free line. The Service Provider shall provide all instructions verbally, either in English or the detainees' language, as appropriate, to detainees who cannot read.

Article 4. Receiving and Discharging Detainees

- A. <u>Required Activity</u>: The Service Provider shall receive and discharge detainees only to and from properly identified ICE/ERO personnel or other properly identified Federal law enforcement officials with prior authorization from ICE/ERO. Presentation of and satisfactory inspection of valid U.S. Government identification will constitute "proper identification." The Service Provider shall furnish receiving and discharging services twenty-four (24) hours per day, seven (7) days per week. ICE will furnish the Service Provider with reasonable notice of receiving and discharging detainees. The Service Provider shall ensure positive identification and recording of detainees and ICE officers. The Service Provider shall not permit medical or emergency discharges except through coordination with on-duty ICE officers.
- B. <u>Emergency Situations</u>: ICE detainees shall not be released from the Facility into the custody of other non-ICE Federal, state, or local officials for any reason, except for medical or emergency situations, without express authorization of ICE.
- C. <u>Restricted Release of Detainees:</u> The Service Provider shall not release ICE detainees from its physical custody to any persons other than those described in Paragraph A of Article IV for any reason, except for either medical, other emergency situations, or in response to a federal writ of habeas corpus. If an ICE detainee is sought for federal, state, or local proceedings, only ICE may authorize release of the detainee for such purposes. The Service Provider shall contact the COR or designated ICE official immediately regarding any such requests.

D. <u>Safe Release:</u> The time, point and manner of release from a facility shall be consistent with safety considerations and shall take into account special vulnerabilities. Facilities that are not within a reasonable walking distance of, or that are more than one mile from, public transportation shall transport detainees to local bus/train/subway stations prior to the time the last bus/train leaves such stations for the day. If public transportation is within walking distance of the detention facility, detainees shall be provided with an information sheet that gives directions to and describes the types of transportation services available. However, facilities must provide transportation for any detainee who is not reasonably able to walk to public transportation due to age, disability, illness, mental health or other vulnerability, or as a result of weather or other environmental conditions at the time of release that may endanger the health or safety of the detainee.

Upon release, detainees shall also be provided with a list of shelter services available in the immediate area along with directions to each shelter. Prior to their release, detainees shall be given the opportunity to make one free phone call to a friend or relative to arrange for pick up from the facility.

- E. <u>Service Provider Right of Refusal</u>. The Service Provider retains the right to refuse acceptance of any detainee if such refusal is supported by a valid justification and agreed to by the COR. ICE hereby agrees to the following examples of valid justification for refusal: any detainee exhibiting violent or disruptive behavior, or any detainee found to have a medical condition that requires medical care beyond the scope of the Service Provider's health care provider. In the case of a detainee already in custody, the Service Provider shall notify ICE and request such removal of the detainee from the Facility. The Service Provider shall allow ICE reasonable time to make alternative arrangements for the detainee. The Service Provider further has the right to refuse any person delivered by ICE who is under the age of eighteen and ICE shall remove such person, in accordance with Article 3.
- F. <u>Emergency Evacuation</u>: In the event of an emergency requiring evacuation of the Facility, the Service Provider shall evacuate ICE detainees in the same manner, and with the same safeguards, as it employs for persons detained under the Service Provider's authority. The Service Provider shall notify the COR or designated ICE official within two (2) hours of evacuation.

Article 5. ICE National Detention Standards and Other Applicable Standards

The parties to this IGSA agree to enter into negotiations if and when the ICE Detention Standards are updated. This Agreement will be modified in writing upon mutual agreement.

The Service Provider shall house detainees and perform related detention services in accordance with the G-324B ORSA Detention Inspection Form Worksheet for IGSAs – Rev: 05/01/2012 Attachment #2. ICE Inspectors will conduct periodic inspections of the Facility to assure compliance with the contract and the attached standards

Article 6. Medical Services

- A. The Service Provider shall be responsible for providing health care services for ICE detainees at the Facility, including: over the counter medication and routine drugs and medical supplies.
- B. In the event of an emergency, the Service Provider shall proceed immediately with necessary medical treatment of ICE detainees. In such event, the Service Provider shall notify ICE immediately regarding the nature of the transferred detainee's illness or injury and type of treatment provided. The costs of all emergency medical services provided off-site will be the responsibility of the ICE Health Services Corps (IHSC) and at no time shall the Service Provider incur any financial liability related to such services.
- C. A true copy of a detainee's medical records shall be transferred with the detainee; the "true copy" to be the same as the current ICE standard: "transfer sheet".
- D. The Service Provider shall ensure that all health care service providers utilized for ICE detainees hold current licenses, certifications, and/or registrations with the State and/or City where they are practicing.
- E. The Service Provider shall ensure that its employees solicit each detainee upon arrival for health complaints and deliver complaints in writing to the medical and health care staff.
- F. Not applicable at this facility.
- G. Not applicable at this facility.
- H. Not applicable at this facility.
- I. If the Service Provider determines that an ICE detainee has a medical condition which renders that person unacceptable for detention under this Agreement, (for example, contagious disease, condition needing life support, uncontrollable violence), the Service Provider shall notify ICE. Upon such notification, the Service Provider shall allow ICE reasonable time to make the proper arrangements for further disposition of that detainee.
- J. IHSC acts as the agent and final health authority for ICE on all off-site detainee medical and health related matters. The Service Provider shall release any and all medical information for ICE detainees to the IHSC representatives upon request, except where prohibited by federal or state law or regulation. The Service Provider shall submit a Treatment Authorization Request (TAR) to IHSC for payment before proceeding with non-emergency, off-site medical care (e.g. off site lab testing, eyeglasses, prosthetics, and dental care for cosmetic purposes). The Service Provider shall submit supporting documentation for non-routine, off-site medical/health services to IHSC. The Service Provider shall send requests for pre-approval for non-emergency off-site care electronically to the following address:

<u>http://www.inshealth.org/ManagedCare/MCForms.shtm</u>. Payment for all off-site medical care services will be made by IHSC directly to the offsite medical providers.

K. The Service Provider shall furnish twenty-four (24) hour emergency medical care and facility emergency evacuation procedures. In an emergency, as determined by the Service Provider, the Service Provider shall obtain the medical treatment required. The Service Provider shall have access to an off site emergency medical provider at all times. The Health Authority of the Service Provider shall notify the organization listed below as soon as possible, and in no case more than twenty-four (24) hours after detainee receipt of such care. The Health Authority will obtain pre-authorization for payment from the IHSC Managed Care Coordinator for service(s) beyond the initial emergency situation. Payment for all offsite medical services for the initial emergency need and for medical care required beyond the initial emergency situation will be made by IHSC directly to the medical provider(s).

IHSC Managed Care Coordinators ICE Health Services Corps 1220 L Street, NW, Suite 500 Washington, DC, 20005-4018 Phone: (888) 718-8947 Fax: (202) 732-0119

- L. The Service Provider shall allow IHSC Managed Care Coordinators or any ICE personnel reasonable access to its facility and medical records of ICE detainees for the purpose of liaison activities with the local IGSA Health Authority and associated Service Provider departments in accordance with HIPAA privacy exception at 45 C.F.R. §§ 164.512 (k)(5)(i).
- M. The Service Provider shall provide ICE detainee medical records to ICE whether created by the Service Provider or its subcontractor/vendor upon request from the Contracting Officer's Representative or Contracting Officer in accordance with HIPAA privacy exception at 45 C.F.R. §§ 164.512 (k)(5)(i), which allows disclosure without the written authorization of the individual or the opportunity of the individual to agree or object to a correctional institution or a law enforcement official having lawful custody of an inmate or other individual if the correctional institution or such law enforcement official represents that such protected health information is necessary for:
 - 1. The provision of health care to such individuals;
 - 2. The health and safety of such individual or other inmates;
 - 3. The health and safety of the officers or employees of or others at the correctional institution;
 - 4. The health and safety of such individuals and officers or other persons responsible for the transporting of inmates or their transfer from one institution, facility, or setting to another;
 - 5. Law enforcement on the premises of the correctional institution; and

- 6. The administration and maintenance of the safety, security, and good order of the correctional institution.
- N. The Service Provider shall direct offsite medical providers to submit all claims for authorized medical care to be submitted to the following address:

HIS VA Financial Services Center PO Box 149345 Austin TX 78714-9345 (800) 479-0523

O. IHSC provides limited prescription drug coverage for individuals in the custody of ICE.

Prescriptions are filled at local pharmacies which are part of the Script Care Network (or other designated Pharmacy Benefits Manager). Below is the process for obtaining prescriptions for ICE detainees:

- 1. The Service Provider shall request a group number which should be used at the pharmacy in conjunction with the BIN# 004410 and Processor Control # IHSC assigned by Script Care Network to designate this is an ICE detainee. The custodial facility should either fax or take a copy of the prescription to their participating pharmacy and indicate that this is an ICE detainee.
- 2. The pharmacy shall run the prescription through the Script Care network for processing.
- 3. Formulary prescription will be dispensed; however, there will be no need for an exchange of cash between the pharmacy and custodial facility as the pharmacy will receive payment directly from Script Care.
- 4. Non-Formulary prescriptions will follow the same procedure as formulary prescriptions; however, because non-formulary medications require prior authorization the pharmacy will receive a rejection indicating prior authorization is required. At that point the custodial facility will fax to Script Care the Drug Prior Authorization Request Form to 409-833-7435. The authorization will be loaded into the Script Care network and the pharmacy will receive a call indicating the prescription has been approved. Non-Formulary urgent request must be submitted in the above manner except an X should be placed on the form in the space for URGENT REQUEST and faxed to 409-923-7391. The authorization shall be loaded into the Script Care network and the pharmacy shall receive a call indicating the prescription has been approved.

For further information regarding the Script Care Network please contact the VA Financial Services Center at 800-479-0523 or Script Care directly at 800-880-9988.

Article 7. No Employment of Unauthorized Aliens

Subject to existing laws, regulations, Executive Orders, and addenda to this Agreement, the Service Provider shall not employ aliens unauthorized to work in the United States. Except for maintaining personal living areas, ICE detainees shall not be required to perform manual labor.

Article 8. Period of Performance

This Agreement becomes effective upon the date of final signature by the ICE Contracting Officer and the authorized signatory of **Rio Grande County Jail** and will remain in effect for a period not to exceed 60 months unless extended by bi-lateral modification or terminated in writing by either party. Either party may terminate this Agreement provided it supplies written notice of its intention to terminate the agreement, the reason for such termination and it is received ninety (90) days in advance of the effective date of formal termination, or the Parties may agree to a shorter period under the procedures prescribed in Article 11. If this Agreement is terminated by either party under this Article, ICE will not be under any financial obligation for any costs related to and arising out of the Agreement after the effective date of termination. The Service Provider will only be paid for services provided to ICE up to and including the day of termination.

Article 9. Inspections, Audit, Surveys, and Tours

- A. <u>Facility Inspections:</u> The Service Provider shall allow ICE or an entity or organization approved by ICE, to conduct inspections of the Facility, to ensure an acceptable level of services and acceptable conditions of confinement as determined by ICE. No notice to the Service Provider is required prior to an inspection. ICE will share findings of the inspection with the Service Provider's Facility Administrator. The Inspection Report will state any improvements to facility operation, conditions of confinement, and level of service that will be required by the Service Provider.
- B. Facilities holding detainees for 72 hours or less are evaluated in accordance with Attachment 2 of this agreement. To this end, the ratings are scored as: *Acceptable, Deficient, At-Risk or Not Applicable*. ICE will not house detainees in any facility that has received two consecutive overall ratings of less than acceptable. Upon notice that the second overall rating is less than acceptable, ICE will remove all detainees from the Facility within seven (7) calendar days. Any minimum guarantee stated elsewhere in this Agreement is no longer applicable if detainees are removed as a result of two overall ratings less than acceptable. No further funds will be obligated and no further payments will be made.
- C. <u>Possible Termination</u>: If the Service Provider, after being afforded reasonable time to comply with the ratings as described in Paragraph B, fails to remedy deficient service identified through an ICE inspection, ICE may terminate this Agreement without regard to any other provisions in this Agreement.

- D. <u>Share Findings</u>: The Service Provider shall provide ICE copies of facility inspections, reviews, examinations, and surveys performed by accreditation sources. The Service Provider shall cooperate fully with the Detention Service Manager (DSM).
- E. <u>Access to Detainee and Facility Records:</u> The Service Provider shall, upon request, grant ICE access to any record in its possession, regardless of whether the Service Provider created the record, concerning any detainee held pursuant to this Agreement. This right of access includes, but is not limited to, incident reports, records relating to suicide attempts, and behavioral assessments and other records relating to the detainee's behavior while in the Service Provider's custody; provided, however that access to medical and mental health record information be provided in accordance with Article VI. Furthermore, the Service Provider shall retain all records where this right of access applies for a period of two (2) years from the date of the detainee's discharge from the Service Provider's custody. This right of access specifically applies to all inspections and other Facility reports.

Article 10. Modifications and Disputes

- A. <u>Modifications:</u> Actions other than those designated in this Agreement will not bind or incur liability on behalf of either Party. Either Party may request a modification to this Agreement by submitting a written request to the other Party. A modification will become a part of this Agreement only after the ICE Contracting Officer has approved the modification in writing.
- B. Change Orders:
 - 1. The Contracting Officer may at any time, and by written change order, make changes within the general scope of this Agreement in any one or more of the following:

(a) Description of services to be performed, including revisions to the applicable Detention Standards.

- 2. If any such change causes an increase or decrease in the cost of the services under the Agreement, the Contracting Officer will make an equitable adjustment in the agreement price and will modify the Agreement accordingly.
- 3. The Service provider must assert its right to an adjustment under this Article within 30 days from the date of receipt of the written order including a proposal addressing the cost impacts and detailed supporting data.
- 4. If the Service Provider's proposal includes costs that are determined unreasonable and/or unsupportable, as determined by the Contracting Officer, the Contracting Officer will disallow those costs when determining a revised rate, if any.

- 5. Failure to agree to any adjustment will be a dispute under the Disputes section of the Agreement. However, nothing in this Article excuses the Service Provider from proceeding with the Agreement as changed.
- C. <u>Disputes:</u> The ICE Contracting Officer and the authorized signatory of the Service Provider will settle disputes, questions and concerns arising from this Agreement. Settlement of disputes will be memorialized in a written modification between the ICE Contracting Officer and authorized signatory of the Service Provider. In the event a dispute is not able to be resolved between the Service Provider and the ICE Contracting Officer, the ICE Contracting Officer will make the final decision. If the Service Provider does not agree with the final decision, the matter may be appealed to the ICE Head of the Contracting Activity (HCA) for resolution. The ICE HCA may employ all methods available to resolve the dispute including alternative dispute resolution techniques. The Service Provider shall proceed diligently with performance of this Agreement pending final resolution of any dispute.

Article 11. Adjusting the Bed Day Rate

ICE will reimburse the Service Provider at the fixed detainee bed day rate shown in Article I paragraph C. The Service Provider may request a rate adjustment no less than thirty-six (36) months after the effective date of the Agreement unless required by law). After thirty-six (36) months, the Service Provider may request a rate by accessing the link at https://edes.usdoj.gov/igaice/ for access to the ICE Automated Intergovernmental Agreement (eIGA) System for instructions on preparing your Jail Operating Expense Information Form. There is a Facility Guide available on the website to assist you. The Parties agree to base the cost portion of the rate adjustment on the principles of allowability and allocability as set forth in OMB Circular A-87, Cost Principles for State, Local, and Indian Tribal Governments, federal procurement laws, regulations, and standards in arriving at the bed day rate. If ICE does not receive an official, written request for a bed day rate adjustment that is supported by documentation, the fixed bed day rate as stated in this Agreement will be in place indefinitely. ICE shall issue a determination to accept or reject a written request from the Service Provider for a rate adjustment of bed day rate within ninety (90) days of the date of such written request. In the event the rate adjustment is denied or ICE fails to respond to Service Provider's request for rate adjustment within such ninety-day period, Service Provider shall have the right to terminate this Agreement in accordance with Article 9. ICE reserves the right to audit the actual and/or prospective costs upon which the rate adjustment is based. All rate adjustments are prospective. As the bed day rate is fixed, there are no retroactive adjustment(s).

Article 13. Enrollment, Invoicing, and Payment

A. <u>Enrollment in Electronic Funds Transfer:</u> The Service Provider shall provide ICE with the information needed to make payments by electronic funds transfer (EFT). Since January 1, 1999, ICE makes all payments only by EFT. The Service Provider shall identify its financial institution and related information on Standard Form 3881, Automated Clearing House (ACH) Vendor Miscellaneous Payment Enrollment Form

<u>http://www.fms.treas.gov/pdf/3881.pdf</u>. The Service Provider shall submit a completed SF 3881 to ICE payment office prior to submitting its initial request for payment under this Agreement. If the EFT data changes, the Service Provider shall be responsible for providing updated information to the ICE payment office.

- B. <u>Consolidated Invoicing</u>: The Service Provider shall submit an original monthly itemized invoice within the first ten (10) working days of the month following the calendar month when it provided the services via one of the following three methods:
 - 1. By mail:

DHS, ICE Burlington Finance Center P.O. Box 1620 Williston, VT 05495-1620 Attn: ICE-ERO-FOD-FDG

2. By fax: (include a cover sheet with point of contact and number of pages)

802-288-7658

3. By e-mail: Invoice.Consolidation@dhs.gov

Invoices submitted by other than these three methods will be returned. The Service Provider's Taxpayer Identification Number (TIN) must be registered in the Central Contractor Registration (http://www.ccr.gov) prior to award and shall be notated on every invoice submitted to ICE to ensure prompt payment provisions are met. The ICE program office shall also be notated on every invoice.

Each invoice submitted shall contain the following information:

- 1. Name and address of the Facility;
- 2. Invoice date and number;
- 3. Agreement number, line item number and, if applicable, the Task Order number;
- 4. Terms of any discount for prompt payment offered;
- 5. Name, title, and phone number of person to notify in event of defective invoice;
- 6. Taxpayer Identification Number (TIN).
- 7. Total number of bed days; total number of miles.
- 8. Bed day rate;
- 9. Number of bed days multiplied by the bed day rate;
- 10. Name of each detainee;
- 11. Resident's/detainee's A-number;
- 12. Specific dates of detention for each resident/detainee;
- 13. An itemized listing of all other charges;

14. For stationary guard services, the itemized monthly invoice shall state the number of hours being billed, the duration of the billing (times and dates) and the name of the resident(s)/detainee(s) that was guarded.

Items 1 through 14 above shall be included in the invoice. Invoices without the above information may be returned for resubmission.

B. <u>Payment:</u> ICE will transfer funds electronically through either an Automated Clearing House subject to the banking laws of the United States, or the Federal Reserve Wire Transfer System. The Prompt Payment Act applies to this Agreement. The Prompt Payment Act requires ICE to make payments under this Agreement the thirtieth (30th) calendar day after the Burlington Finance Office receives a complete invoice. Either the date on the federal government's check, or the date it executes an electronic transfer of funds, constitutes the payment date.

Article 13. Transportation

A. All transportation of ICE detainees shall be conducted in accordance with the NDS-Under 72 Hours Standards. Except in emergency situations, females may not be transported by bus for more than ten hours. Furthermore, except in emergency situations, officer may not transport a single detainee of the opposite gender and if there is an expectation that a pat search will occur during transport, an officer of the same gender as the detainee(s) must be present.

- B. In the event of transportation services involving distances that exceed a twelve (12) hour workday to complete, the Service Provider shall be reimbursed for related costs of lodging and meals commensurate with the U.S. General Services Administration rates for such within the geographical area of occurrence. Any incurred overtime pay for such services will be reimbursed at the applicable overtime rate for the transportation officer position specified in Article I. C., Rates. Overnight lodging resulting from transportation services shall be approved in advance by the COR or designated ICE official. All transportation services shall be accomplished in an appropriate and economical manner.
- C. The Service Provider personnel provided for the above services shall be of the same qualifications, receive the same training, complete the same security clearances, and wear the same uniforms as those Service Provider personnel provided in the other areas of this Agreement. Transportation officers shall have the required state licenses for commercial drivers with the proper endorsement limited to vehicles with Automatic Transmission and the state Department of Motor Vehicles (DMV) (or Motor Vehicles Department (MVD)) Medical Certification.
- D. <u>Transport/Escort/Stationary Services Rate:</u> The Service Provider agrees, upon request of ICE in whose custody an ICE detainee is held, to provide all such ground transportation/escort/stationary services as may be required to transport detainees securely, in a timely manner, to locations as directed by the ICE COR or designated ICE official. At least ground qualified law enforcement or correctional officer personnel

employed by the Service Provider under their policies, procedures and practices shall perform transport services. As written above, except in emergency situations, females may not be transported by bus for more than ten hours. Furthermore, except in emergency situations, a single officer may not transport a single detainee of the opposite gender and if there is an expectation that a pat search will occur during transport, an officer of the same gender as the detainee(s) must be present.

- E. <u>Medical/Legal Transportation</u>: The Service Provider shall provide transportation and escort guard services for ICE detainees to and from a medical facility for outpatient care and attending off-site court proceedings. An officer or officers shall keep the detainee under constant supervision twenty-four (24) hours per day until the detainee is ordered released from the hospital, or at the order of the COR. The number of escorts will be determined by the COR. The Service Provider agrees to augment such practices as may be requested by ICE to enhance specific requirements for security, detainee monitoring, visitation, and contraband control.
- F. The Service Provider shall, upon order of the COR, or upon its own decision in an urgent medical situation with notification to the COR immediately thereafter, transport a detainee to a hospital location. An officer(s) shall keep the detainee under supervision 24 hours per day until the detainee is ordered released from the hospital, or at the order of the COR. The Service Provider shall then return the detainee to the Facility. The Service Provider will ensure that at least one officer responsible for the security of the detainee while he/she is an in-patient a hospital will be of the same sex as the detainee.
- G. <u>Indemnities:</u> Furthermore, the Service Provider agrees to hold harmless and indemnify DHS/ICE and its officials in their official and individual capacities from any liability, including third-party liability or worker's compensation, arising from the conduct of the Service Provider and its employees during the course of transporting ICE detainees.
- H. <u>Service Provider Furnished Vehicles:</u> If the Service Provider is to use its own vehicles, the following requirements apply to this agreement.
 - 1. The Service Provider shall not allow employees to use their personal vehicles to transport detainees.
 - 2. The Service Provider shall furnish suitable vehicles in good condition, approved by the Government, to safely provide the required transportation services. The Service Provider shall comply with all federal and state laws with regard to inspections, licensing, and registration for all vehicles used for transportation.
 - 3. The Service Provider shall furnish vehicles equipped with interior security features including physical separation of detainees from guards. The Service Provider shall provide interior security specifications of the vehicles to ICE for review and approval prior to installation.

- 4. Nothing in this Agreement shall restrict the Service Provider from acquiring additional vehicles as deemed necessary by the Service Provider at no cost to the Government.
- I. <u>Training and Compliance</u>: The Service Provider shall comply with ICE transportation standards related to the number of hours the Service Provider's employee may operate a vehicle. The transportation shall be accomplished in the most economical manner. The Service Provider personnel provided for the above services shall be of the same qualifications, receive training, complete the same security clearances, and wear the same uniforms as those personnel provided for in other areas of this Agreement.
- J. <u>Miscellaneous Transportation</u>: The COR may direct the Service Provider to transport detainees to unspecified, miscellaneous locations.
- K. When the COR provides documents to the Service Provider concerning the detainee(s) to be transported and/or escorted, the Service Provider shall deliver these documents only to the named authorized recipients. The Service Provider shall ensure the material is kept confidential and not viewed by any person other than the authorized recipient.
- L. The Service Provider shall establish a fully operational communication system that has direct and immediate contact with all transportation vehicles and post assignments. Upon demand, the COR shall be provided with current status of all vehicles and post assignment employees.
- M. Failure on the Service Provider's part to comply fully with the detainee(s) departure as pre-scheduled shall result in the Service Provider having deductions made for non-performance.
- N. <u>Armed Transportation Officers</u>: All transportation Detention Officers shall be armed in the performance of these duties. Armed county detention officers are not federal law enforcement officers. Even though the armed county detention officers are performing work on behalf of the federal government, they have not been statutorily granted or delegated authority to enforce federal laws. As such, the armed county detention officers are performing duties on behalf of ICE. The armed county detention officers are subject to state and local laws in these situations and must comply with any applicable state or local requirements (licensing, credentialing, etc.) regarding the possession of firearms.
- O. <u>Billing Procedures:</u> The itemized monthly invoice for such stationary guard services shall state the number of hours being billed, the duration of the billing (times and dates) and the name of the detainee(s) that was guarded.
- P. <u>Anticipated Transportation Routes:</u> The following transportation routes and/or destinations are anticipated requirements for this Agreement. The following requirements are . Mileage may vary from the table

depending on the starting point of the destination. These routes are not all inclusive and should not be limited to the following:

N/A: Transport will be for medical purposes only.

Article 14. Hold Harmless Provisions

Unless specifically addressed by the terms of this Agreement, the parties agree to be responsible for the negligent or wrongful acts or omissions of their respective employees.

- A. <u>Service Provider Held Harmless</u>: ICE liability for any injury, damage or loss to persons or property arising in the performance of this Agreement and caused by the negligence of its own officers, employees, agents and representatives is governed by the Federal Tort Claims Act, 28 USC 2691 *et seq*. The Service Provider shall promptly notify ICE in writing of any claims or lawsuits filed against any ICE employees of which Service Provider is notified. The Service Provider will be held harmless for any injury, damage or loss to persons or property caused by an ICE employee arising in the performance of this Agreement.
- B. <u>Federal Government Held Harmless</u>: Service Provider liability for any injury, damage or loss to persons or property arising out of the performance of this Agreement and caused by the negligence of its own officers, employees, agents and representatives is governed by the laws of Colorado. Nothing herein shall waive the application of sovereign immunity to the Service Provider. ICE will promptly notify the Service Provider of any claims filed against any of Service Providers employees of which ICE is notified. The Federal Government shall have no liability to Service Provider for any injury, damage or loss to persons or property caused by a Service Provider employee arising in the performance of this Agreement.
- A. <u>Defense of Suit</u>: In the event a detainee files suit against the Service Provider contesting the legality of the detainee's incarceration and/or immigration/citizenship status, or a detainee files suit as a result of an administrative error or omission of the Federal Government, ICE will request that the U.S. Attorney's Office, as appropriate, move either to have the Service Provider dismissed from such suit; to have ICE substituted as the proper party defendant; or to have the case removed to a court of proper jurisdiction. Regardless of the decision on any such motion, ICE will request that the U.S. Attorney's Office be responsible for the defense of any suit on these grounds.
- B. <u>ICE Recovery Right</u>: The Service Provider shall do nothing to prejudice ICE's right to recover against third parties for any loss, destruction of, or damage to U.S. Government property. Upon request of the Contracting Officer, the Service Provider shall furnish to ICE all reasonable assistance and cooperation, including assistance in the prosecution of suit and execution of the instruments of assignment in favor of ICE in obtaining recovery.

Article 15. Financial Records

- A. <u>Retention of Records</u>: All financial records, supporting documents, statistical records, and other records pertinent to contracts or subordinate agreements under this Agreement shall be retained by the Service Provider for three (3) years for purposes of federal examinations and audit. The three (3) year retention period begins at the end of the first year of completion of service under the Agreement. If any litigation, claim, negotiation, audit, or other action involving the records has been started before the expiration of the three (3) year period, the records must be retained until completion of the action and resolution of all issues which arise from it or until the end of the regular three (3) year period, whichever is later.
- B. <u>Access to Records</u>: ICE and the Comptroller General of the United States, or any of their authorized representatives, have the right of access to any pertinent books, documents, papers or other records of the Service Provider or its subcontractors, which are pertinent to the award, in order to make audits, examinations, excerpts, and transcripts. The rights of access must not be limited to the required retention period, but shall last as long as the records are retained.
- C. <u>Delinquent Debt Collection</u>: ICE will hold the Service Provider accountable for any overpayment, or any breach of this Agreement. ICE will apply interest, penalties, and administrative costs to a delinquent debt owed to the Federal Government by the Service Provider pursuant to the Debt Collection Improvement Act of 1982, as amended.

Article 16. Labor Standards and Wage Determination

- A. The Service Contract Act, 41 U.S.C. 351 et seq., Title 29, Part 4 Labor Standards for Federal Service Contracts, is hereby incorporated as Attachment 2. These standards and provisions are included in every contract and IGSA entered into by the United States or the District of Columbia, in excess of **Columbia**, or in an indefinite amount, the principal purpose of which is to furnish services through the use of service employees.
- B. Wage Determination: Each service employee employed in the performance of this Agreement shall be paid not less than the minimum monetary wages and shall be furnished fringe benefits in accordance with the wages and fringe benefits determined by the Secretary of Labor or authorized representative, as specified in any wage determination attached to this Agreement. (See Attachment 3 Wage Determination)

Article 17. Notification and Public Disclosures

Information obtained or developed as a result of this IGSA is under the control of ICE and is subject to public disclosure only pursuant to the provisions of applicable federal laws regulations, and executive orders or as ordered by a court. Insofar as any documents created by the Service Provider contain information developed or obtained as a result of this IGSA, such documents shall be subject to public disclosure only pursuant to the provisions of applicable federal laws, applicable regulations, and executive orders or as ordered by a court.

To the extent the Service Provider intends to release the IGSA or any information relating to, or exchanged under, this IGSA, the Service Provider agrees to coordinate with the ICE Contracting Officer prior to such release. The Service Provider may, at its discretion, communicate the substance of this IGSA when requested. ICE understands that this IGSA is a public document and shall be subject to public disclosure.

Article 18. Incident Reporting

The COR shall be notified immediately in the event of all serious incidents pertaining to ICE detaines. The COR will provide after hours contact information to the Service Provider at the time of award.

Serious incidents include, but are not limited to: activation of disturbance control team(s); disturbances (including gang activities, group demonstrations, food boycotts, work strikes, work-place violence, civil disturbances/protests); staff use of force including use of lethal and less-lethal force (includes inmates in restraints more than eight hours); assaults on staff/inmates resulting in injuries requiring medical attention (does not include routine medical evaluation after the incident); fights resulting in injuries requiring medical attention; fires; full or partial lock down of the Facility; escape; weapons discharge; suicide attempts; deaths; declared or non-declared hunger strikes; adverse incidents that attract unusual interest or significant publicity; adverse weather (e.g., hurricanes, floods, ice/snow storms, heat waves, tornadoes); fence damage; power outages; bomb threats; detainee admitted to a community hospital; witness security cases taken outside the Facility; significant environmental problems that impact the facility operations; transportation accidents (i.e. airlift, bus) resulting in injuries, death or property damage; and sexual assaults.

Article19. Detainee Privacy

The Service Provider agrees to comply with The Privacy Act of 1974, 5 U.S.C. § 552a ("Privacy Act") and the agency rules and regulations issued under the Privacy Act in the design, development, or operation of any system of records on individuals to accomplish an agency function when the Agreement specifically identifies (i) the systems of records; and (ii) the design, development, or operation work that the Service Provider is to perform. The Service Provider shall also include the Privacy Act into any and all subcontracts when the work statement in the proposed subcontract requires the redesign, development, or operation of a system of records on individuals that is subject to the Act; and In the event of violations of the Privacy Act, a civil action may be brought against the agency involved when the violation concerns the design, development, or operation of a system of records on individuals to accomplish an agency function, and criminal penalties may be imposed upon the officers or employees of the agency when the violation concerns the operation of a system of records on individuals to accomplish an agency function. For purposes of the Privacy Act, when the agreement is for the operation of a system of records on individuals to accomplish an agency function, the Service Provider is considered to be an employee of the agency.

- 1. "Operation of a system of records," as used in this Article, means performance of any of the activities associated with maintaining the system of records, including the collection, use, and dissemination of records.
- 2. "Record," as used in this Article, means any item, collection, or grouping of information about an individual that is maintained by an agency, including, but not limited to, education, financial transactions, medical history, and criminal or employment history and that contains the person's name, or the identifying number, symbol, or other identifying particular assigned to the individual, such as a fingerprint or voiceprint or a photograph.
- 3. "System of records on individuals," as used in this Article, means a group of any records under the control of any agency from which information is retrieved by the name of the individual or by some identifying number, symbol, or other identifying particular assigned to the individual.

Article 20. Zero Tolerance for Sexual Harassment, Abuse, and Assault

ICE has a zero tolerance standard regarding rape and sexual assault in the Facility. The Service Provider shall affirmatively act to prevent sexual abuse and assaults on detainees. Every allegation will be reviewed, and, where warranted, referred for criminal prosecution consistent with a zero-tolerance standard.

The Contractor shall comply with the requirements applicable to detention facilities contained in Subpart A of the U.S. Department of Homeland Security (DHS) regulation titled, "Standards to Prevent, Detect, and Respond to Sexual Abuse and Assault in Confinement Facilities," 79 Fed. Reg. 13100 (Mar. 7, 2014), as outlined in Attachment 5.

ICE Policy Directive 11062.2, Sexual Abuse and Assault Prevention and Intervention (SAAPI Directive) requires that ICE ensure that facilities provide instructions to detainees on how to contact ICE's Detainee Report Information Line (DRIL) or DHS/Office of the Inspector General (OIG) to confidentially report sexual abuse or assault.

ICE Performance Based National Detention Standards (PBNDS) 2011, Part 2-Security, Section 2.11-Reference 2.11-Sexual Abuse and Assault Prevention and Intervention is hereby incorporated by reference.

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