

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES 1 3	
2. AMENDMENT/MODIFICATION NO. P00028		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO.	
5. PROJECT NO. (If applicable)		7. ADMINISTERED BY (If other than Item 6)		CODE ICE/DCR	
6. ISSUED BY DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC 20536		CODE 70CDCR		ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 20536	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CHARLTON COUNTY EMS ATTN [REDACTED] 1567 THIRD ST FOLKSTON GA 315378907		(x)		9A. AMENDMENT OF SOLICITATION NO.	
CODE T461LK5Z69X5		FACILITY CODE		9B. DATED (SEE ITEM 11)	
		x		10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-17-0002	
				10B. DATED (SEE ITEM 13) 12/16/2016	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

12. ACCOUNTING AND APPROPRIATION DATA (If required)

See Schedule

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) In accordance with IGSA No. EROIGSA-17-0002

E. IMPORTANT: Contractor ☐ is not ☒ is required to sign this document and return 1 copies to the issuing office.

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

UEI: T461LK5Z69X5

Contracting Officer (CO): [REDACTED]

Contract Specialist (CS): [REDACTED]

CO Representative (COR): [REDACTED]

(404) 681-[REDACTED]

Alternate COR (ACOR): [REDACTED]

(229) 838-[REDACTED]

County POC: [REDACTED]

Subcontractor POC: [REDACTED]

Subcontractor POC: [REDACTED]

The purpose of this modification is to incorporate updated CLIN rates associated with the 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)

[REDACTED] Chairman
[REDACTED] sign
3.22.24

16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)

[REDACTED]

15C. DATE SIGNED

3.22.24

NAME OF OFFEROR OR CONTRACTOR
CHARLTON COUNTY EMS

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>updated Wage Determination incorporated in modification 27 (P00027). The updated CLIN rates are in accordance with the vendors request for equitable adjustment (REA), dated March 1, 2024, and are included in the CLIN descriptions below.</p> <p>All other terms and conditions remain unchanged. Period of Performance: 02/16/2022 to 02/15/2027</p> <p>Change Item 0001 to read as follows (amount shown is the obligated amount):</p>				
0001	<p>Detention Management Services at guaranteed minimum of [REDACTED] (70%)</p> <p>2/16/22 - 2/15/23: [REDACTED] month</p> <p>2/16/23 - 2/15/24: [REDACTED] month</p> <p>2/16/24 - 2/16/25: [REDACTED] month</p> <p>2/16/25 - 2/15/26: [REDACTED] month</p> <p>2/16/26 - 2/15/27: [REDACTED] month</p> <p>Obligated Amount: \$0.00</p>		MO		
	<p>Change Item 0002 to read as follows (amount shown is the obligated amount):</p>				
0002	<p>Transportation Services</p> <p>Monthly Fixed Fee Schedule:</p> <p>02/16/2023 - 11/26/2023: [REDACTED]</p> <p>11/27/2023 - 02/15/2024: [REDACTED]</p> <p>02/16/2024 - 02/15/2025: [REDACTED]</p> <p>02/16/2025 - 02/15/2026: [REDACTED]</p> <p>02/16/2026 - 02/15/2027: [REDACTED]</p> <p>Obligated Amount: \$0.00</p>				
	<p>Change Item 0002A to read as follows (amount shown is the obligated amount):</p>				
0002A	<p>Transportation Guard Rate (Remote Custody)</p> <p>2/16/22 - 2/15/23: [REDACTED] hour</p> <p>2/16/23 - 2/15/24: [REDACTED] hour</p> <p>2/16/24 - 2/16/25: [REDACTED] hour</p> <p>2/16/25 - 2/15/26: [REDACTED] hour</p> <p>2/16/26 - 2/15/27: [REDACTED] hour</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Continued ...</p>		HR		

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
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NAME OF OFFEROR OR CONTRACTOR
CHARLTON COUNTY EMS

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0003	<p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 0003 to read as follows (amount shown is the obligated amount):</p> <p>D. Ray James Correctional Facility Annex [REDACTED] MO [REDACTED]</p> <p>Beds) monthly fixed fee</p> <p>2/16/22 - 2/15/23: [REDACTED] month</p> <p>2/16/23 - 2/15/24: [REDACTED] month</p> <p>2/16/24 - 2/16/25: [REDACTED] month</p> <p>2/16/25 - 2/15/26: [REDACTED] month</p> <p>2/16/26 - 2/15/27: [REDACTED] month</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE		PAGE OF PAGES 1 2												
2. AMENDMENT/MODIFICATION NO. P00029		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO. (If applicable)											
6. ISSUED BY DETENTION COMPLIANCE AND REMOVALS ICE Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024		CODE 70CDCR		7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals ICE Office of Acquisition Management 500 12th St SW Washington DC 20024		CODE ICE/DCR											
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CHARLTON COUNTY EMS ATTN [REDACTED] 1567 THIRD ST FOLKSTON GA 315378907				(x) 9A. AMENDMENT OF SOLICITATION NO.													
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				CODE T461LK5Z69X5			FACILITY CODE			10B. DATED (SEE ITEM 13) 12/16/2016							
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The purpose of this modification is to: Continued ...																	
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15B. CONTRACTOR/OFFEROR				15C. DATE SIGNED													
(Signature of person authorized to sign)				[REDACTED]													
Previous edition unusable																	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
EROIGSA-17-0002/P00029PAGE OF
2 2NAME OF OFFEROR OR CONTRACTOR
CHARLTON COUNTY EMS

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>1. Change the CO to [REDACTED], 2. Change the CS to [REDACTED], 3. Change the COR to [REDACTED], 4. Change the ACOR to [REDACTED] and 5. Change the POC for Charlton County to [REDACTED] [REDACTED]</p> <p>All other terms and conditions remain unchanged. Period of Performance: 02/16/2022 to 02/15/2027 For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				

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The purpose of this modification is to incorporate the most recent Department of Labor Wage 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.																
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_____ (Signature of person authorized to sign)				[REDACTED]												
Previous edition unusable																

CONTINUATION SHEET	REFERENCE NO. OF DOCUMENT BEING CONTINUED EROIGSA-17-0002/P00030	PAGE	OF
		2	2

NAME OF OFFEROR OR CONTRACTOR
CHARLTON COUNTY EMS

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Determination and provide instructions for requesting a price adjustment.</p> <p>Accordingly,</p> <p>In accordance with 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards - Price Adjustment, Wage Determination No. 2015-4515, R30, is hereby attached and incorporated.</p> <p>The following payroll data must be submitted to support any request for a price adjustment:</p> <ul style="list-style-type: none"> A. Employee Name and WD Job Classification Title/Number B. Actual hours paid and/or worked C. Actual hourly wage and wage rates used in previous performance period D. Actual H&W wages and rates used in previous performance period E. How was H&W paid? (i.e., cash to employees or paid to third party) F. Applicable workers compensation rate (if H&W was paid in cash to employee G. Applicable tax rates and taxable caps (Federal Unemployment Tax Allowance (FUTA) and State Unemployment Tax Allowance (SUTA) <p>The Contractor shall notify the Contracting Officer of any price increase claimed under clause 52.222-43 within 30 calendar days of receiving a copy of the completed modification incorporating the new wage determination.</p> <p>4. All other terms and conditions remain unchanged.</p> <p>Period of Performance: 02/16/2022 to 02/15/2027</p> <p>For inquiries regarding ICE detainee information or ICE's usage of this agreement, there shall be no public disclosures regarding this agreement made by the Provider (or any subcontractors) without review and approval of such disclosure by ICE.</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4515 Revision No.: 30 Date Of Last Revision: 12/23/2024

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

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

State: Georgia

Area: Georgia Counties of Camden, Charlton, Pierce

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.50***
01012 - Accounting Clerk II		17.40***
01013 - Accounting Clerk III		19.46
01020 - Administrative Assistant		28.39
01035 - Court Reporter		17.15***
01041 - Customer Service Representative I		14.11***
01042 - Customer Service Representative II		15.40***
01043 - Customer Service Representative III		17.28***
01051 - Data Entry Operator I		14.25***
01052 - Data Entry Operator II		15.55***
01060 - Dispatcher, Motor Vehicle		20.01
01070 - Document Preparation Clerk		13.66***
01090 - Duplicating Machine Operator		13.66***
01111 - General Clerk I		15.10***
01112 - General Clerk II		16.48***
01113 - General Clerk III		18.49

01120 - Housing Referral Assistant	19.12
01141 - Messenger Courier	14.00***
01191 - Order Clerk I	13.73***
01192 - Order Clerk II	14.98***
01261 - Personnel Assistant (Employment) I	17.81
01262 - Personnel Assistant (Employment) II	19.92
01263 - Personnel Assistant (Employment) III	22.20
01270 - Production Control Clerk	25.81
01290 - Rental Clerk	15.16***
01300 - Scheduler, Maintenance	15.33***
01311 - Secretary I	15.33***
01312 - Secretary II	17.15***
01313 - Secretary III	19.12
01320 - Service Order Dispatcher	17.90
01410 - Supply Technician	28.39
01420 - Survey Worker	16.21***
01460 - Switchboard Operator/Receptionist	14.32***
01531 - Travel Clerk I	14.20***
01532 - Travel Clerk II	15.42***
01533 - Travel Clerk III	17.46***
01611 - Word Processor I	13.66***
01612 - Word Processor II	15.33***
01613 - Word Processor III	17.15***
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.02
05010 - Automotive Electrician	18.11
05040 - Automotive Glass Installer	17.12***
05070 - Automotive Worker	17.12***
05110 - Mobile Equipment Servicer	15.09***
05130 - Motor Equipment Metal Mechanic	19.08
05160 - Motor Equipment Metal Worker	17.12***
05190 - Motor Vehicle Mechanic	19.08
05220 - Motor Vehicle Mechanic Helper	14.08***
05250 - Motor Vehicle Upholstery Worker	16.09***
05280 - Motor Vehicle Wrecker	17.12***
05310 - Painter, Automotive	18.11
05340 - Radiator Repair Specialist	17.12***
05370 - Tire Repairer	14.31***
05400 - Transmission Repair Specialist	19.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.33***
07041 - Cook I	13.39***
07042 - Cook II	15.18***
07070 - Dishwasher	11.23***
07130 - Food Service Worker	12.62***
07210 - Meat Cutter	15.31***
07260 - Waiter/Waitress	10.68***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.58
09040 - Furniture Handler	10.77***
09080 - Furniture Refinisher	16.52***
09090 - Furniture Refinisher Helper	12.67***
09110 - Furniture Repairer, Minor	14.47***
09130 - Upholsterer	16.52***
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.36***
11060 - Elevator Operator	13.55***
11090 - Gardener	19.43
11122 - Housekeeping Aide	13.60***
11150 - Janitor	13.60***
11210 - Laborer, Grounds Maintenance	15.42***
11240 - Maid or Houseman	11.21***
11260 - Pruner	14.06***
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	15.42***

11360 - Window Cleaner	15.22***
12000 - Health Occupations	
12010 - Ambulance Driver	16.67***
12011 - Breath Alcohol Technician	21.32
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	33.56
12020 - Dental Assistant	20.25
12025 - Dental Hygienist	34.38
12030 - EKG Technician	29.91
12035 - Electroneurodiagnostic Technologist	29.91
12040 - Emergency Medical Technician	16.67***
12071 - Licensed Practical Nurse I	19.06
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.78
12100 - Medical Assistant	16.50***
12130 - Medical Laboratory Technician	26.35
12160 - Medical Record Clerk	17.35***
12190 - Medical Record Technician	19.60
12195 - Medical Transcriptionist	18.94
12210 - Nuclear Medicine Technologist	46.86
12221 - Nursing Assistant I	12.53***
12222 - Nursing Assistant II	14.10***
12223 - Nursing Assistant III	15.39***
12224 - Nursing Assistant IV	17.27***
12235 - Optical Dispenser	22.62
12236 - Optical Technician	19.06
12250 - Pharmacy Technician	17.47***
12280 - Phlebotomist	16.21***
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	25.90
12312 - Registered Nurse II	31.67
12313 - Registered Nurse II, Specialist	31.67
12314 - Registered Nurse III	38.32
12315 - Registered Nurse III, Anesthetist	38.32
12316 - Registered Nurse IV	45.93
12317 - Scheduler (Drug and Alcohol Testing)	26.42
12320 - Substance Abuse Treatment Counselor	22.59
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.81
13012 - Exhibits Specialist II	28.26
13013 - Exhibits Specialist III	34.57
13041 - Illustrator I	22.81
13042 - Illustrator II	28.26
13043 - Illustrator III	34.57
13047 - Librarian	31.30
13050 - Library Aide/Clerk	18.15
13054 - Library Information Technology Systems Administrator	28.26
13058 - Library Technician	14.65***
13061 - Media Specialist I	20.39
13062 - Media Specialist II	22.81
13063 - Media Specialist III	25.44
13071 - Photographer I	18.19
13072 - Photographer II	20.50
13073 - Photographer III	25.21
13074 - Photographer IV	30.83
13075 - Photographer V	37.30
13090 - Technical Order Library Clerk	22.81
13110 - Video Teleconference Technician	20.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.68
14042 - Computer Operator II	22.00
14043 - Computer Operator III	24.84
14044 - Computer Operator IV	30.48
14045 - Computer Operator V	33.84

14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.68
14160 - Personal Computer Support Technician		30.48
14170 - System Support Specialist		31.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.45
15020 - Aircrew Training Devices Instructor (Rated)		40.47
15030 - Air Crew Training Devices Instructor (Pilot)		48.51
15050 - Computer Based Training Specialist / Instructor		33.45
15060 - Educational Technologist		35.37
15070 - Flight Instructor (Pilot)		48.51
15080 - Graphic Artist		22.77
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.51
15086 - Maintenance Test Pilot, Rotary Wing		48.51
15088 - Non-Maintenance Test/Co-Pilot		48.51
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.11
15110 - Test Proctor		16.56***
15120 - Tutor		16.56***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.13***
16030 - 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)		21.51
19040 - Tool And Die Maker		25.96
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.17
21030 - Material Coordinator		25.81
21040 - Material Expediter		25.81
21050 - Material Handling Laborer		16.51***
21071 - Order Filler		15.59***
21080 - Production Line Worker (Food Processing)		18.17
21110 - Shipping Packer		17.89
21130 - Shipping/Receiving Clerk		17.89
21140 - Store Worker I		14.91***
21150 - Stock Clerk		19.48
21210 - Tools And Parts Attendant		18.17
21410 - Warehouse Specialist		18.17
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.64
23019 - Aircraft Logs and Records Technician		25.50
23021 - Aircraft Mechanic I		30.13
23022 - Aircraft Mechanic II		31.64
23023 - Aircraft Mechanic III		33.12
23040 - Aircraft Mechanic Helper		22.36
23050 - Aircraft, Painter		28.61
23060 - Aircraft Servicer		25.50
23070 - Aircraft Survival Flight Equipment Technician		28.61
23080 - Aircraft Worker		27.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		27.09

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	30.13
II	
23110 - Appliance Mechanic	21.51
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	28.95
23130 - Carpenter, Maintenance	21.78
23140 - Carpet Layer	20.33
23160 - Electrician, Maintenance	25.09
23181 - Electronics Technician Maintenance I	30.23
23182 - Electronics Technician Maintenance II	31.97
23183 - Electronics Technician Maintenance III	33.67
23260 - Fabric Worker	19.11
23290 - Fire Alarm System Mechanic	21.27
23310 - Fire Extinguisher Repairer	17.92
23311 - Fuel Distribution System Mechanic	26.61
23312 - Fuel Distribution System Operator	21.15
23370 - General Maintenance Worker	19.02
23380 - Ground Support Equipment Mechanic	30.13
23381 - Ground Support Equipment Servicer	25.50
23382 - Ground Support Equipment Worker	27.09
23391 - Gunsmith I	17.92
23392 - Gunsmith II	20.33
23393 - Gunsmith III	22.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.26
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.55
23430 - Heavy Equipment Mechanic	27.43
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	26.68
23465 - Laboratory/Shelter Mechanic	21.51
23470 - Laborer	16.51***
23510 - Locksmith	21.51
23530 - Machinery Maintenance Mechanic	24.86
23550 - Machinist, Maintenance	22.93
23580 - Maintenance Trades Helper	14.87***
23591 - Metrology Technician I	26.68
23592 - Metrology Technician II	28.39
23593 - Metrology Technician III	30.04
23640 - Millwright	27.12
23710 - Office Appliance Repairer	21.51
23760 - Painter, Maintenance	21.56
23790 - Pipefitter, Maintenance	27.35
23810 - Plumber, Maintenance	25.96
23820 - Pneudraulic Systems Mechanic	22.66
23850 - Rigger	22.22
23870 - Scale Mechanic	20.33
23890 - Sheet-Metal Worker, Maintenance	22.66
23910 - Small Engine Mechanic	19.02
23931 - Telecommunications Mechanic I	27.71
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	22.52
23960 - Welder, Combination, Maintenance	20.09
23965 - Well Driller	21.23
23970 - Woodcraft Worker	22.66
23980 - Woodworker	17.92
24000 - Personal Needs Occupations	
24550 - Case Manager	14.95***
24570 - Child Care Attendant	11.37***
24580 - Child Care Center Clerk	14.18***
24610 - Chore Aide	12.36***
24620 - Family Readiness And Support Services Coordinator	14.95***
24630 - Homemaker	19.49

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.34
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	23.34
25190 - Ventilation Equipment Tender	17.02***
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.83***
27007 - Baggage Inspector	17.62***
27008 - Corrections Officer	17.46***
27010 - Court Security Officer	18.23
27030 - Detection Dog Handler	19.71
27040 - Detention Officer	17.46***
27070 - Firefighter	17.52***
27101 - Guard I	17.62***
27102 - Guard II	19.71
27131 - Police Officer I	19.58
27132 - Police Officer II	21.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.15***
28042 - Carnival Equipment Repairer	15.14***
28043 - Carnival Worker	11.17***
28210 - Gate Attendant/Gate Tender	15.96***
28310 - Lifeguard	12.42***
28350 - Park Attendant (Aide)	17.86
28510 - Recreation Aide/Health Facility Attendant	13.04***
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.22***
28690 - Swimming Pool Operator	17.61***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.45
29020 - Hatch Tender	27.45
29030 - Line Handler	27.45
29041 - Stevedore I	25.79
29042 - Stevedore II	29.03
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
30021 - Archeological Technician I	19.73
30022 - Archeological Technician II	22.07
30023 - Archeological Technician III	27.34
30030 - Cartographic Technician	27.34
30040 - Civil Engineering Technician	22.04
30051 - Cryogenic Technician I	30.28
30052 - Cryogenic Technician II	33.45
30061 - Drafter/CAD Operator I	19.73
30062 - Drafter/CAD Operator II	22.07
30063 - Drafter/CAD Operator III	24.61
30064 - Drafter/CAD Operator IV	30.28
30081 - Engineering Technician I	16.46***
30082 - Engineering Technician II	18.49
30083 - Engineering Technician III	20.68
30084 - Engineering Technician IV	25.63
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	37.92
30090 - Environmental Technician	24.34
30095 - Evidence Control Specialist	27.34
30210 - Laboratory Technician	24.88
30221 - Latent Fingerprint Technician I	30.28
30222 - Latent Fingerprint Technician II	33.45
30240 - Mathematical Technician	27.34
30361 - Paralegal/Legal Assistant I	22.95
30362 - Paralegal/Legal Assistant II	28.44
30363 - Paralegal/Legal Assistant III	34.79

30364 - Paralegal/Legal Assistant IV	42.08
30375 - Petroleum Supply Specialist	33.45
30390 - Photo-Optics Technician	27.34
30395 - Radiation Control Technician	33.45
30461 - Technical Writer I	27.34
30462 - Technical Writer II	33.45
30463 - Technical Writer III	40.46
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	30.28
30502 - Weather Forecaster II	36.83
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.61
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.34
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	14.47***
31030 - Bus Driver	19.55
31043 - Driver Courier	16.78***
31260 - Parking and Lot Attendant	13.22***
31290 - Shuttle Bus Driver	16.08***
31310 - Taxi Driver	12.61***
31361 - Truckdriver, Light	17.99
31362 - Truckdriver, Medium	19.18
31363 - Truckdriver, Heavy	22.87
31364 - Truckdriver, Tractor-Trailer	22.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	11.12***
99050 - Desk Clerk	12.12***
99095 - Embalmer	24.27
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	13.74***
99252 - Laboratory Animal Caretaker II	14.73***
99260 - Marketing Analyst	27.59
99310 - Mortician	24.27
99410 - Pest Controller	18.63
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	17.30***
99711 - Recycling Specialist	21.42
99730 - Refuse Collector	15.79***
99810 - Sales Clerk	12.62***
99820 - School Crossing Guard	16.35***
99830 - Survey Party Chief	28.12
99831 - Surveying Aide	15.94***
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	16.91***
99841 - Vending Machine Repairer	20.56
99842 - Vending Machine Repairer Helper	16.91***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 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. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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