

2. AMENDMENT/MODIFICATION NO. P00016	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) COUNTY OF CIBOLA ATTN COUNTY OF CIBOLA 515 W HIGH ST GRANTS NM 870202526	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-17-0003
		10B. DATED (SEE ITEM 13) 10/28/2016

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 telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

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

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) IAW IGSA EROIGSA 17-0003

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
COR: [REDACTED], 915-856-[REDACTED]@ice.dhs.gov
ACOR: [REDACTED], 915-856-[REDACTED]@ice.dhs.gov
Program Office POC: [REDACTED], 915-856-[REDACTED]@ice.dhs.gov
Contracting Officer: [REDACTED] 202-878-[REDACTED]@ice.dhs.gov
Warden: [REDACTED], 505-285-[REDACTED]

The purpose of this modification is to:
1. Incorporate the REA approved on 70CDCR22FIGR000007 P0002 and P00003 at the task order level. The REA is now incorporated at the IDIQ IGSA level as well.

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 <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED

CONTINUATION SHEET

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 EROIGSA-17-0003/P00016

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NAME OF OFFEROR OR CONTRACTOR
 COUNTY OF CIBOLA

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	<p>a. The REA submitted by CoreCivic on behalf of County of Cibola on December 9th, 2021, is approved. The REA addresses WD 2015-5451, Revision 11 dated 10/20/2021 and effective 11/01/2021 was incorporated into the contract by EROGISA-17-0003 P00015. The new rates were retroactively incorporated beginning 11/1/2021. For billing purposes, the new rates were in effect 03/01/2022. A retroactive payment was approved in the total amount of [REDACTED] to satisfy increases between 11/01/2021 - 02/28/2022.</p> <p>b. The new BDR for [REDACTED] detainees (CLIN 0001) effective 11/01/2021 for [REDACTED] is [REDACTED].</p> <p>c. The new hourly rate for Transportation Guard Rate/ Stationary Guard Regular Time is [REDACTED].</p> <p>d. The new hourly rate for Transportation Guard Rate/Stationary Guards - Overtime is [REDACTED].</p> <p>e. See below CLINs for details.</p> <p>2. Incorporate U.S. DOL WD 2015-5451, Revision 18, dated July 19, 2022. The effective date of incorporation of this WD into this IGSA is 11/01/2022</p> <p>3. Incorporate the requirements under Executive Order 14026 "Increasing the Minimum Wage for Federal Wage for Federal Contractors".</p> <p>4. Any requests for equitable adjustment must be submitted to the Government within 120 days of the compliance date or within 30 days of the compliance date for an update to the guidance referenced in (2) and (3) above. Period of Performance: 10/28/2016 to 10/27/2026</p> <p>Change Item 0001 to read as follows (amount shown is the obligated amount):</p> <p>Detention Services [REDACTED] detainees Bed Day Rate: [REDACTED]</p> <p>Effective 11/01/2021 - 02/28/2022: [REDACTED] Effective 03/01/2022 - [REDACTED]</p> <p>Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
COUNTY OF CIBOLA

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>There is no guaranteed minimum under this CLIN. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
0006	<p>Change Item 0006 to read as follows (amount shown is the obligated amount): Transportation Guard Hourly Rate: [REDACTED] per hour Effective 11/01/2021 - 02/28/2022: [REDACTED]/hr Effective 03/01/2022: [REDACTED]/hr Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
0006A	<p>Change Item 0006A to read as follows (amount shown is the obligated amount): Transportation Guard Overtime Hourly Rate: [REDACTED] per hour Effective 11/01/2021 - 02/28/2022: [REDACTED]/hr Effective 03/01/2022: [REDACTED]/hr Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
0007	<p>Change Item 0007 to read as follows (amount shown is the obligated amount): Stationary/Escort Guard Hourly Rate: [REDACTED] per hour Effective 11/01/2021 - 02/28/2022: [REDACTED]/hr Effective 03/01/2022: [REDACTED]/hr Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
0007A	<p>Change Item 0007A to read as follows (amount shown is the obligated amount): Stationary/Escort Guard Overtime Hourly Rate: [REDACTED] per hour Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR
COUNTY OF CIBOLA

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Effective 11/01/2021 - 02/28/2022: [REDACTED] /hr Effective 03/01/2022: [REDACTED] /hr Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 4
2. AMENDMENT/MODIFICATION NO. P00017	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) COUNTY OF CIBOLA ATTN COUNTY OF CIBOLA 515 W HIGH ST GRANTS NM 870202526		(x) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE VLKVAHDJ4MW8 FACILITY CODE		x 10A. MODIFICATION OF CONTRACT/ORDER NO. EROIGSA-17-0003	10B. DATED (SEE ITEM 13) 10/28/2016

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 telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

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

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) IAW IGSA EROIGSA 17-0003

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

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

COR: [REDACTED] 15-856-[REDACTED]@ice.dhs.gov)
 Program Office POC: [REDACTED]@ice.dhs.gov)
 Contracting Officer: [REDACTED]@ice.dhs.gov)
 Warden: [REDACTED], 505-285-[REDACTED]

The purpose of this modification is to:

1. The REA submitted by CoreCivic on behalf of County of Cibola on November 4, 2022, is approved. The REA addresses WD 2015-5451, Revision 18 dated 7/19/22 and effective 11/01/2022 was incorporated into the contract by EROGISA-17-0003 P00016. The new rates are retroactively incorporated beginning 11/01/2022. For billing purposes, the new rates are in Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

[REDACTED SIGNATURE] City Manager
 15C. DATE SIGNED
 1/30/23

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NAME OF OFFEROR OR CONTRACTOR
COUNTY OF CIBOLA

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	<p>effect 11/01/2022 and were used to issue the FY22 task order. However, the updated rates were not invoiced for the first two months of the contract. Therefore, a retroactive payment was approved in the total amount of [REDACTED] to satisfy increases between 11/01/2022 - 12/31/2022.</p> <p>b. The new BDR for [REDACTED] detainees (CLIN 0001) effective 11/01/2022 for [REDACTED]</p> <p>c. The new hourly rate for Transportation Guard Rate/ Stationary Guard Regular Time is [REDACTED]</p> <p>d. The new hourly rate for Transportation Guard Rate/Stationary Guards - Overtime is [REDACTED]</p> <p>e. See below CLINs for details.</p> <p>2. Update the Bed Day Rate for CLIN 0001 in accordance with the negotiated rates agreed upon 12/14/22. Effective 1/1/2023, the pricing structure for this IGSA will change:</p> <p>BDR [REDACTED] detainees (CLIN 0001) effective 11/01/2022 - 12/31/22: [REDACTED]</p> <p>BDR 0-150 detainees (CLIN 0001) effective 1/1/23: [REDACTED]</p> <p>The above BDR shall remain fixed for 36 months excluding any cost adjustments associated with Department of Labor updates, CBA updates, or any change in scope of services. All rates will be updated on the affected task order.</p> <p>3. Remove [REDACTED] and [REDACTED] as the COR and Program Office POC.</p> <p>4. Add [REDACTED] as the Program Office POC.</p> <p>Period of Performance: 10/28/2016 to 10/27/2026</p> <p>Change Item 0001 to read as follows (amount shown is the obligated amount):</p> <p>Detention Services [REDACTED] detainees Bed Day Rate: [REDACTED]</p> <p>Continued ...</p>				

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

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Effective 11/01/2022: [REDACTED] Effective 01/01/2023: [REDACTED] There is no guaranteed minimum under this CLIN. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 0006 to read as follows (amount shown is the obligated amount): 0006 Transportation Guard Hourly Rate: [REDACTED] per hour Effective 03/01/2022: [REDACTED] hr Effective 11/01/2022: [REDACTED] hr Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 0006A to read as follows (amount shown is the obligated amount): 0006A Transportation Guard Overtime Hourly Rate: [REDACTED] per hour Effective 03/01/2022: [REDACTED] hr Effective 11/01/2022: [REDACTED] hr Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 0007 to read as follows (amount shown is the obligated amount): 0007 Stationary/Escort Guard Hourly Rate: [REDACTED] per hour Effective 03/01/2022: [REDACTED] hr Effective 11/01/2022: [REDACTED] hr Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD Change Item 0007A to read as follows (amount shown is the obligated amount): Continued ...				

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NAME OF OFFEROR OR CONTRACTOR
COUNTY OF CIBOLA

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0007A	Stationary/Escort Guard Overtime Hourly Rate: [REDACTED] per hour Effective 03/01/2022: [REDACTED]/hr Effective 11/01/2022: [REDACTED]/hr Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD				

"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 Wage Determination No.: 2015-5451 Revision No.: 18 Date Of Last Revision: 07/19/2022
Daniel W. Simms Director	Division of Wage Determinations

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
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:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: New Mexico

Area: New Mexico Counties of Cibola Colfax McKinley Mora Rio Arriba San Miguel Taos

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

OCCUPATION CODE	TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations			
01011	Accounting Clerk I		14.34***
01012	Accounting Clerk II		16.09
01013	Accounting Clerk III		18.00
01020	Administrative Assistant		26.61
01035	Court Reporter		18.61
01041	Customer Service Representative I		13.00***
01042	Customer Service Representative II		14.18***
01043	Customer Service Representative III		15.91
01051	Data Entry Operator I		12.86***
01052	Data Entry Operator II		14.03***
01060	Dispatcher Motor Vehicle		18.73
01070	Document Preparation Clerk		14.03***
01090	Duplicating Machine Operator		14.03***
01111	General Clerk I		12.77***
01112	General Clerk II		13.93***

01113 - General Clerk III	15.63
01120 - Housing Referral Assistant	19.63
01141 Messenger Courier	11.44***
01191 - Order Clerk I	12.86***
01192 - Order Clerk II	14.03***
01261 - Personnel Assistant (Employment) I	15.93
01262 Personnel Assistant (Employment) II	17.82
01263 - Personnel Assistant (Employment) III	19.87
01270 - Production Control Clerk	23.17
01290 - Rental Clerk	13.48***
01300 Scheduler Maintenance	15.74
01311 - Secretary I	15.74
01312 - Secretary II	17.61
01313 - Secretary III	19.63
01320 Service Order Dispatcher	16.75
01410 - Supply Technician	26.61
01420 - Survey Worker	17.61
01460 - Switchboard Operator/Receptionist	14.82***
01531 Travel Clerk I	12.30***
01532 - Travel Clerk II	13.31***
01533 - Travel Clerk III	14.26***
01611 - Word Processor I	14.03***
01612 Word Processor II	15.74
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.87
05010 Automotive Electrician	18.12
05040 - Automotive Glass Installer	15.82
05070 - Automotive Worker	15.82
05110 - Mobile Equipment Servicer	13.50***
05130 Motor Equipment Metal Mechanic	17.99
05160 - Motor Equipment Metal Worker	15.82
05190 - Motor Vehicle Mechanic	18.12
05220 - Motor Vehicle Mechanic Helper	13.62***
05250 Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 Tire Repairer	12.64***
05400 - Transmission Repair Specialist	17.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77***
07041 Cook I	12.17***
07042 - Cook II	14.51***
07070 - Dishwasher	10.73***
07130 - Food Service Worker	11.64***
07210 Meat Cutter	17.54
07260 - Waiter/Waitress	10.41***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.20
09040 Furniture Handler	13.57***
09080 - Furniture Refinisher	24.20
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	20.67
09130 Upholsterer	24.20
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.19***
11060 - Elevator Operator	12.31***
11090 Gardener	19.77
11122 - Housekeeping Aide	12.93***
11150 - Janitor	12.93***
11210 - Laborer Grounds Maintenance	14.28***
11240 Maid or Houseman	11.32***
11260 - Pruner	12.83***
11270 - Tractor Operator	17.84

11330 - Trail Maintenance Worker	14.28***
11360 - Window Cleaner	14.25***
12000 Health Occupations	
12010 - Ambulance Driver	16.40
12011 - Breath Alcohol Technician	20.78
12012 - Certified Occupational Therapist Assistant	28.52
12015 - Certified Physical Therapist Assistant	28.76
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	39.93
12030 - EKG Technician	31.50
12035 - Electroneurodiagnostic Technologist	31.50
12040 - Emergency Medical Technician	16.40
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.32
12100 - Medical Assistant	15.34
12130 - Medical Laboratory Technician	26.87
12160 - Medical Record Clerk	16.62
12190 - Medical Record Technician	18.58
12195 - Medical Transcriptionist	18.58
12210 - Nuclear Medicine Technologist	45.68
12221 - Nursing Assistant I	12.00***
12222 - Nursing Assistant II	13.49***
12223 - Nursing Assistant III	14.72***
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	20.78
12236 - Optical Technician	18.58
12250 - Pharmacy Technician	17.75
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	29.61
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II Specialist	31.06
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III Anesthetist	37.58
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol Testing)	25.75
12320 - Substance Abuse Treatment Counselor	24.12
13000 Information And Arts Occupations	
13011 - Exhibits Specialist I	19.70
13012 - Exhibits Specialist II	24.40
13013 - Exhibits Specialist III	29.84
13041 - Illustrator I	19.48
13042 - Illustrator II	24.15
13043 - Illustrator III	27.86
13047 - Librarian	27.03
13050 - Library Aide/Clerk	11.02***
13054 - Library Information Technology Systems Administrator	24.40
13058 - Library Technician	15.10
13061 - Media Specialist I	17.60
13062 - Media Specialist II	19.70
13063 - Media Specialist III	21.96
13071 - Photographer I	17.60
13072 - Photographer II	19.70
13073 - Photographer III	24.40
13074 - Photographer IV	29.40
13075 - Photographer V	35.56
13090 - Technical Order Library Clerk	16.23
13110 - Video Teleconference Technician	18.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.07
14042 - Computer Operator II	21.33
14043 - Computer Operator III	23.78
14044 - Computer Operator IV	26.43

14045 - Computer Operator V		29.45
14071 - Computer Programmer I	(see 1)	24.65
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		19.07
14160 - Personal Computer Support Technician		26.43
14170 - System Support Specialist		30.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.38
15020 - Aircrew Training Devices Instructor (Rated)		36.73
15030 - Air Crew Training Devices Instructor (Pilot)		44.06
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		35.26
15070 - Flight Instructor (Pilot)		44.06
15080 - Graphic Artist		27.57
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.06
15086 - Maintenance Test Pilot Rotary Wing		44.06
15088 - Non-Maintenance Test/Co-Pilot		44.06
15090 - Technical Instructor		20.83
15095 - Technical Instructor/Course Developer		27.57
15110 - Test Proctor		16.81
15120 - Tutor		16.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.58***
16030 - Counter Attendant		12.58***
16040 - Dry Cleaner		14.38***
16070 - Finisher Flatwork Machine		12.58***
16090 - Presser Hand		12.58***
16110 - Presser Machine Drycleaning		12.58***
16130 - Presser Machine Shirts		12.58***
16160 - Presser Machine Wearing Apparel Laundry		12.58***
16190 - Sewing Machine Operator		14.98***
16220 - Tailor		15.58
16250 - Washer Machine		13.18***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.29
19040 - Tool And Die Maker		30.99
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.80
21030 - Material Coordinator		25.49
21040 - Material Expediter		25.49
21050 - Material Handling Laborer		14.03***
21071 - Order Filler		13.95***
21080 - Production Line Worker (Food Processing)		20.80
21110 - Shipping Packer		16.60
21130 - Shipping/Receiving Clerk		16.60
21140 - Store Worker I		13.14***
21150 - Stock Clerk		16.75
21210 - Tools And Parts Attendant		20.80
21410 - Warehouse Specialist		20.80
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.78
23019 - Aircraft Logs and Records Technician		20.67
23021 - Aircraft Mechanic I		26.12
23022 - Aircraft Mechanic II		27.78
23023 - Aircraft Mechanic III		29.39
23040 - Aircraft Mechanic Helper		17.01
23050 - Aircraft Painter		24.29
23060 - Aircraft Servicer		20.67
23070 - Aircraft Survival Flight Equipment Technician		24.29
23080 - Aircraft Worker		22.48

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.12
23110 - Appliance Mechanic	24.29
23120 - Bicycle Repairer	18.85
23125 - Cable Splicer	36.36
23130 - Carpenter Maintenance	19.68
23140 - Carpet Layer	22.48
23160 - Electrician Maintenance	25.23
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	20.67
23290 - Fire Alarm System Mechanic	26.02
23310 - Fire Extinguisher Repairer	18.85
23311 - Fuel Distribution System Mechanic	26.12
23312 - Fuel Distribution System Operator	19.82
23370 - General Maintenance Worker	17.06
23380 - Ground Support Equipment Mechanic	26.12
23381 - Ground Support Equipment Servicer	20.67
23382 - Ground Support Equipment Worker	22.48
23391 - Gunsmith I	18.85
23392 - Gunsmith II	22.48
23393 - Gunsmith III	26.12
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.39
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	22.32
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	24.29
23470 - Laborer	14.03***
23510 - Locksmith	24.29
23530 - Machinery Maintenance Mechanic	28.43
23550 - Machinist Maintenance	28.29
23580 - Maintenance Trades Helper	13.82***
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	26.12
23710 - Office Appliance Repairer	24.29
23760 - Painter Maintenance	16.50
23790 - Pipefitter Maintenance	24.23
23810 - Plumber Maintenance	22.66
23820 - Pneudraulic Systems Mechanic	26.12
23850 - Rigger	26.12
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker Maintenance	26.12
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic I	34.32
23932 - Telecommunications Mechanic II	36.50
23950 - Telephone Lineman	26.12
23960 - Welder Combination Maintenance	26.93
23965 - Well Driller	29.78
23970 - Woodcraft Worker	26.12
23980 - Woodworker	18.85
24000 - Personal Needs Occupations	
24550 - Case Manager	18.27
24570 - Child Care Attendant	11.46***
24580 - Child Care Center Clerk	14.77***
24610 - Chore Aide	10.96***
24620 - Family Readiness And Support Services Coordinator	18.27

24630 - Homemaker	18.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.12
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	26.12
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant Operator	18.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.12
27007 - Baggage Inspector	13.59***
27008 - Corrections Officer	18.76
27010 - Court Security Officer	18.74
27030 - Detection Dog Handler	15.20
27040 - Detention Officer	18.76
27070 - Firefighter	19.54
27101 - Guard I	13.59***
27102 - Guard II	15.20
27131 - Police Officer I	21.84
27132 - Police Officer II	24.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.13
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Worker	11.02***
28210 - Gate Attendant/Gate Tender	14.07***
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	15.74
28510 - Recreation Aide/Health Facility Attendant	11.49***
28515 - Recreation Specialist	19.50
28630 - Sports Official	12.54***
28690 - Swimming Pool Operator	23.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.48
29020 - Hatch Tender	22.48
29030 - Line Handler	22.48
29041 - Stevedore I	20.67
29042 - Stevedore II	24.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.59
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.69
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.58
30021 - Archeological Technician I	19.13
30022 - Archeological Technician II	21.45
30023 - Archeological Technician III	26.26
30030 - Cartographic Technician	26.59
30040 - Civil Engineering Technician	24.00
30051 - Cryogenic Technician I	23.38
30052 - Cryogenic Technician II	25.82
30061 - Drafter/CAD Operator I	19.13
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.93
30064 - Drafter/CAD Operator IV	28.50
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.73
30083 - Engineering Technician III	20.96
30084 - Engineering Technician IV	25.97
30085 - Engineering Technician V	31.77
30086 - Engineering Technician VI	38.43
30090 - Environmental Technician	22.40
30095 - Evidence Control Specialist	21.11
30210 - Laboratory Technician	24.87
30221 - Latent Fingerprint Technician I	23.38
30222 - Latent Fingerprint Technician II	25.82
30240 - Mathematical Technician	26.59
30361 - Paralegal/Legal Assistant I	19.40
30362 - Paralegal/Legal Assistant II	24.03

30363 - Paralegal/Legal Assistant III	29.40
30364 - Paralegal/Legal Assistant IV	35.57
30375 - Petroleum Supply Specialist	25.82
30390 - Photo-Optics Technician	26.59
30395 - Radiation Control Technician	25.82
30461 - Technical Writer I	23.34
30462 - Technical Writer II	28.56
30463 - Technical Writer III	34.54
30491 - Unexploded Ordnance (UXO) Technician I	26.43
30492 - Unexploded Ordnance (UXO) Technician II	31.98
30493 - Unexploded Ordnance (UXO) Technician III	38.33
30494 - Unexploded (UXO) Safety Escort	26.43
30495 - Unexploded (UXO) Sweep Personnel	26.43
30501 - Weather Forecaster I	28.50
30502 - Weather Forecaster II	34.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.93
30621 - Weather Observer Senior	(see 2) 26.59
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.98
31020 - Bus Aide	11.84***
31030 - Bus Driver	17.97
31043 - Driver Courier	14.67***
31260 - Parking and Lot Attendant	10.92***
31290 - Shuttle Bus Driver	13.56***
31310 - Taxi Driver	11.43***
31361 - Truckdriver Light	14.92***
31362 - Truckdriver Medium	18.33
31363 - Truckdriver Heavy	21.65
31364 - Truckdriver Tractor-Trailer	21.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.59
99030 - Cashier	11.02***
99050 - Desk Clerk	11.39***
99095 - Embalmer	26.43
99130 - Flight Follower	26.43
99251 - Laboratory Animal Caretaker I	17.92
99252 - Laboratory Animal Caretaker II	20.00
99260 - Marketing Analyst	22.91
99310 - Mortician	26.43
99410 - Pest Controller	22.85
99510 - Photofinishing Worker	13.89***
99710 - Recycling Laborer	16.86
99711 - Recycling Specialist	21.41
99730 - Refuse Collector	14.73***
99810 - Sales Clerk	13.53***
99820 - School Crossing Guard	14.04***
99830 - Survey Party Chief	25.09
99831 - Surveying Aide	22.83
99832 - Surveying Technician	23.02
99840 - Vending Machine Attendant	14.18***
99841 - Vending Machine Repairer	17.86
99842 - Vending Machine Repairer Helper	13.52***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 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))."