

2. AMENDMENT/MODIFICATION NO. P00046	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205	CODE ICE/DCR
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8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) AKIMA GLOBAL SERVICES LLC ATTN [REDACTED] 2553 DOLLERS VIEW DR STE 700 HERNDON VA 201715226	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00002
		10B. DATED (SEE ITEM 13) 11/26/2014

**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).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 43.103 (b) Changes (Unilateral)
	D. OTHER (Specify type of modification and authority)

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.)  
DUNS Number: 832895085  
COR: [REDACTED], 716-843-[REDACTED]  
CO: [REDACTED], 202-924-[REDACTED]  
CS: [REDACTED], 202-732-[REDACTED]

The purpose of this modification is to:

- Exercise Option Period Seven (7) of this IDIQ contract. With this Modification, the period of performance of this Contract is extended through 01/31/2023.
- Incorporate the updated Department of Labor (DOL) Wage Determination (WD) 2015-4181

Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A

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**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSCEDM-15-D-00002/P00046

PAGE OF  
2 11

NAME OF OFFEROR OR CONTRACTOR  
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
7001	<p>Revision 18, dated 12/27/2021, into this contract as Attachment 1_WD_2015-4181_Rev 18_12272021</p> <p>With this Modification, the total value of this IDIQ contract remains unchanged at \$ [REDACTED].</p> <p>Accounting Info: [REDACTED] 0- -----</p> <p>Period of Performance: 12/01/2014 to 01/31/2025</p> <p>Change Item 7001 to read as follows (amount shown is the obligated amount):</p> <p>Detention Bed Days - Guaranteed [REDACTED] Beds/Day @ \$ [REDACTED]</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN remains unchanged at [REDACTED].</p> <p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Option Period 7</p> <p>Change Item 7002 to read as follows (amount shown is the obligated amount):</p>				
7002	<p>Detention Bed Days - Above Guaranteed Minimum ([REDACTED] Beds/day) @ [REDACTED] per day</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN remains unchanged at [REDACTED].</p> <p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Option Period 7</p> <p>Change Item 7003 to read as follows (amount shown is the obligated amount):</p> <p>Continued ...</p>				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSCEDM-15-D-00002/P00046

PAGE OF  
3 11

NAME OF OFFEROR OR CONTRACTOR  
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
7003	<p>Detainee Volunteer Work Wages for Detainee Volunteer Work Program</p> <p>Expenses for this CLIN shall not exceed \$ [REDACTED]. The contractor will be reimbursed on the award document for expenses, as incurred. Detainees earn \$ [REDACTED] per day.</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN is [REDACTED].</p> <p>Product/Service Code: S203 Product/Service Description: HOUSEKEEPING- FOOD</p> <p>Option Period 7</p> <p>Change Item 7004 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7004	<p>Processing/Transportation</p> <p>The post schedule is as follows -</p> <p>[REDACTED] hours per week / [REDACTED] Post / Monday - Friday / 7am - 3pm</p> <p>[REDACTED] hours per week / [REDACTED] Post / Monday - Friday / 12noon - 8pm</p> <p>This post schedule is effective beginning February 1, 2020.</p> <p>Hours shall not exceed [REDACTED] hours. The contractor will be reimbursed on the award document for hours, as incurred.</p> <p>The rate stated for this CLIN is \$ [REDACTED].</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN is [REDACTED].</p> <p>Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER</p> <p>Option Period 7</p> <p>Change Item 7005 to read as follows (amount shown is the obligated amount):</p> <p>Continued ...</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSCEDM-15-D-00002/P00046

PAGE OF  
4 11

NAME OF OFFEROR OR CONTRACTOR  
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
7005	<p>Emergent Processing/Transportation</p> <p>Hours shall not exceed [REDACTED] hours. The contractor will be reimbursed on the award document for hours, as incurred.</p> <p>The hourly rate stated for this CLIN is \$ [REDACTED].</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN is [REDACTED].</p> <p>Product/Service Code: V999</p> <p>Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER</p> <p>Option Period 7</p> <p>Change Item 7006 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7006	<p>Per Diem - Officers in Travel Status</p> <p>New rate is effective July 1, 2015. Funding will be added at the task order level.</p> <p>Total per diem shall not exceed \$ [REDACTED]. The contractor will be reimbursed on the award document for per diem, as incurred. MI&amp;E and Lodging will be reimbursed at the GSA published rates at the time travel occurs.</p> <p>Product/Service Code: V999</p> <p>Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER</p> <p>Option Period 7</p> <p>Change Item 7007 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7007	<p>Stationary Guard Services</p> <p>Hours shall not exceed [REDACTED]. The contractor will be reimbursed on the award document for hours, as incurred.</p> <p>The rate stated for this CLIN is \$ [REDACTED].</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>Continued ...</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSCEDM-15-D-00002/P00046

PAGE OF  
5 11

NAME OF OFFEROR OR CONTRACTOR  
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
7008	<p>The total quantity on this CLIN is [REDACTED]                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD                      Option Period 7                      Change Item 7008 to read as follows (amount shown is the obligated amount):                      Disturbance Control Team Deployment (DCT)                      (Excludes Training)                      Hours shall not exceed [REDACTED]. The contractor will be reimbursed on the award document for hours, as incurred.                      The hourly rate stated for this CLIN is \$ [REDACTED]                      The total value of this CLIN is \$ [REDACTED].                      The total quantity on this CLIN is [REDACTED].                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD                      Option Period 7                      Change Item 7009 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7009	<p>Sack Lunches - For detainees transported by the contractor who are not admitted to BDFD.                      Sack lunches provided shall not exceed [REDACTED]. The contractor will be reimbursed on the award document for expenses, as incurred.                      Product/Service Code: S206                      Product/Service Description: HOUSEKEEPING- GUARD                      Option Period 7                      Change Item 7010 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
7010	<p>Cable Services: [REDACTED] Standard Service Outlets                      Monthly Not-To-Exceed (NTE): \$ [REDACTED]                      The contractor shall not invoice for more than the stated monthly NTE amount without prior written approval from the Contracting Officer. The contractor shall only invoice this CLIN for Continued ...</p>	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSCEDM-15-D-00002/P00046

PAGE OF  
6 11

NAME OF OFFEROR OR CONTRACTOR  
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>the actual direct costs incurred from the cable company (not exceeding the NTE amount). ICE may require the contractor to submit original invoice documentation from the cable/internet provider or other supporting documentation necessary for ICE to confirm the actual direct costs incurred under this CLIN.</p> <p>This CLIN may be adjusted downward to account for the use of Detainee H&amp;W funds. Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Option Period 7</p> <p>Change Item 7011 to read as follows (amount shown is the obligated amount):</p>				
7011	<p>Warehouse Cleaning - Contractor is responsible for collecting cardboard, plastic and paper recyclables collected at the warehouse and transporting the material to the Government provided dumpster.</p> <p>The warehouse (non-administrative area) shall be swept once a week. In addition, the warehouse floor shall be mopped or cleaned with a cleaning machine once per month.</p> <p>Please see Attachment A.</p> <p>Product/Service Code: S201 Product/Service Description: HOUSEKEEPING- CUSTODIAL JANITORIAL</p> <p>Change Item 7013 to read as follows (amount shown is the obligated amount):</p>				
7013	<p>Religious Meals 1 LOT @ \$ [REDACTED]</p> <p>Rate per meal - \$ [REDACTED]</p> <p>The vendor will be allowed to bill this amount in addition to the bed day rate for religious meals such as Halal, Hindu and Kosher in accordance with their proposal submitted on October 22, 2015, that are served to the detainee population. The contractor will submit monthly invoices that include the number of meals served daily, segregated by breakfast, lunch and dinner. The Continued ...</p>				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSCEDM-15-D-00002/P00046

PAGE OF  
7 11

NAME OF OFFEROR OR CONTRACTOR  
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Government will verify the correct number meals on the invoice prior to payment.</p> <p>The total value of this CLIN is \$ [REDACTED]. Obligated Amount: \$0.00 Product/Service Code: S203 Product/Service Description: HOUSEKEEPING- FOOD</p> <p>Change Item 7014 to read as follows (amount shown is the obligated amount):</p>				
7014	<p>Mileage Reimbursement / Rate \$ [REDACTED]</p> <p>Contractor will be reimbursed mileage for detainee transportation runs. Mileage incurred shall be reimbursed for tolls, maintenance and insurance.</p> <p>Mileage shall not exceed [REDACTED] miles. The contractor will be reimbursed on the award document for miles, as incurred.</p> <p>The total quantity on this CLIN is [REDACTED].</p> <p>The total value of this CLIN is \$ [REDACTED]. Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER</p> <p>Change Item 7014A to read as follows (amount shown is the obligated amount):</p>				
7014A	<p>Mileage Reimbursement exceeding [REDACTED] miles / Rate \$ [REDACTED]</p> <p>Contractor will be reimbursed mileage for detainee transportation runs. Mileage incurred shall be reimbursed for tolls, maintenance and insurance on the award document, as incurred.</p> <p>The total quantity on this sub-CLIN is [REDACTED].</p> <p>The total value of this sub-CLIN is \$ [REDACTED]. Obligated Amount: \$0.00 Product/Service Code: V999 Product/Service Description: Continued ...</p>		DH	[REDACTED]	0.00

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSCEDM-15-D-00002/P00046

PAGE OF  
8 11

NAME OF OFFEROR OR CONTRACTOR  
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER</p> <p>Change Item 7015 to read as follows (amount shown is the obligated amount):</p> <p>Mileage Reimbursement for Transporter Bus / Rate \$ [REDACTED]</p> <p>Contractor will be reimbursed for actual mileage incurred only.</p> <p>There is no mileage minimum guarantee.</p> <p>The vendor shall notify the COR when [REDACTED] or fewer miles remain funded on this CLIN to ensure adequate funding is available to cover the additional miles.</p> <p>The contractor is responsible for reporting the mileage to the COR for validation at the completion of each trip.</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN is [REDACTED].</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 7016 to read as follows (amount shown is the obligated amount):</p>				
7015	<p>Mileage Reimbursement for Wheelchair Van/ Rate \$ [REDACTED]</p> <p>Contractor will be reimbursed mileage for detainee transportation runs. Mileage incurred shall be reimbursed for tolls, maintenance, and insurance. The wheelchair van is Not For Hire and is only to be used to transport detainees in the custody of ICE and at the direction of ICE.</p> <p>There is no mileage minimum guarantee. Mileage shall not exceed [REDACTED] miles. The contractor will be reimbursed on the award document for miles, as incurred. The vendor shall notify the COR when [REDACTED] or fewer miles remain funded on this CLIN to ensure adequate funding is available</p> <p>Continued ...</p>				



**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSCEDM-15-D-00002/P00046

PAGE OF  
9 11

NAME OF OFFEROR OR CONTRACTOR  
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ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>to cover the additional miles.</p> <p>The contractor is responsible for reporting the mileage to the COR for validation at the completion of each trip.</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN is [REDACTED].</p> <p>Obligated Amount: \$0.00</p> <p>Change Item 7017 to read as follows (amount shown is the obligated amount):</p>				
7017	<p>[REDACTED] Passenger Shuttle Mileage Reimbursement @ \$ [REDACTED] per mile</p> <p>[REDACTED] Passenger Shuttle Mileage Reimbursement @ \$ [REDACTED] per mile</p> <p>Contractor will be reimbursed for mileage incurred only. There is no minimum guarantee.</p> <p>The contractor shall notify the COR when [REDACTED] or fewer miles remain unexpended under this CLIN.</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN is [REDACTED].</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 7018 to read as follows (amount shown is the obligated amount):</p>				
7018	<p>Female Guard Services</p> <p>[REDACTED] hours x \$ [REDACTED] per hour = [REDACTED].</p> <p>The hourly rate stated for this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN is [REDACTED].</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>Obligated Amount: \$0.00</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p>				

NAME OF OFFEROR OR CONTRACTOR  
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ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
7019	<p>Change Item 7019 to read as follows (amount shown is the obligated amount):</p> <p>Mileage Reimbursement for Wheelchair Van/ Rate @ \$ [REDACTED] per mile.</p> <p>Contractor will be reimbursed mileage for detainee transportation runs. Mileage incurred shall be reimbursed for tolls, maintenance, and insurance. The wheelchair van is Not For Hire and is only to be used to transport detainees in the custody of ICE and at the direction of ICE.</p> <p>There is no mileage minimum guarantee. Mileage shall not exceed [REDACTED] miles per year. The contractor will be reimbursed on the award document for miles, as incurred. The vendor shall notify the COR when [REDACTED] or fewer miles remain funded on this CLIN to ensure adequate funding is available to cover the additional miles. The contractor is responsible for reporting the mileage to the COR for validation at the completion of each trip.</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>The total quantity on this CLIN is [REDACTED].</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>				
7020	<p>Change Item 7020 to read as follows (amount shown is the obligated amount):</p> <p>Personal Protective Equipment (PPE) and related supplies for use by contractor personnel (e.g., detention officers) working onsite at the Buffalo Federal Detention Facility (BFDF). The PPE provided under this CLIN are items that are determined necessary by the COR and the Officer-in-Charge (OIC) to provide contractor personnel with PPE and related supplies during the COVID-19 pandemic. Under this CLIN, the contractor may be reimbursed for PPE items purchased by the contractor between February 1, 2022 and January 31, 2023.</p> <p>Continued ...</p>				

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
HSCEDM-15-D-00002/P00046

PAGE OF  
11 11

NAME OF OFFEROR OR CONTRACTOR  
AKIMA GLOBAL SERVICES LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The not-to-exceed amount for CLIN 7020 is stated as \$ [REDACTED].</p> <p>The total value of this CLIN is \$ [REDACTED].</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>All other terms and conditions remain unchanged and in full force and effect.</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                      Wage Determinations | Wage Determination No.: 2015-4181  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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 \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that 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 Executive Order 13658 generally 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 that 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 [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: New York

Area: New York Counties of Genesee Schuyler Seneca Steuben

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.18
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		30.42
01035 - Court Reporter		22.64
01041 - Customer Service Representative I		13.40
01042 - Customer Service Representative II		14.62
01043 - Customer Service Representative III		16.42
01051 - Data Entry Operator I		14.91
01052 - Data Entry Operator II		16.27
01060 - Dispatcher Motor Vehicle		18.96
01070 - Document Preparation Clerk		15.46

01090 - Duplicating Machine Operator	15.46
01111 - General Clerk I	13.57
01112 - General Clerk II	14.61
01113 - General Clerk III	16.40
01120 - Housing Referral Assistant	21.65
01141 - Messenger Courier	13.62
01191 - Order Clerk I	15.92
01192 - Order Clerk II	17.66
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.87
01263 - Personnel Assistant (Employment) III	22.15
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	14.97
01300 - Scheduler Maintenance	17.37
01311 - Secretary I	17.37
01312 - Secretary II	19.42
01313 - Secretary III	21.65
01320 - Service Order Dispatcher	16.95
01410 - Supply Technician	30.42
01420 - Survey Worker	17.04
01460 - Switchboard Operator/Receptionist	14.53
01531 - Travel Clerk I	12.30
01532 - Travel Clerk II	12.99
01533 - Travel Clerk III	13.68
01611 - Word Processor I	14.85
01612 - Word Processor II	16.68
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.14
05010 - Automotive Electrician	19.24
05040 - Automotive Glass Installer	18.40
05070 - Automotive Worker	18.40
05110 - Mobile Equipment Servicer	16.67
05130 - Motor Equipment Metal Mechanic	20.13
05160 - Motor Equipment Metal Worker	18.40
05190 - Motor Vehicle Mechanic	20.13
05220 - Motor Vehicle Mechanic Helper	15.74
05250 - Motor Vehicle Upholstery Worker	17.52
05280 - Motor Vehicle Wrecker	18.40
05310 - Painter Automotive	19.24
05340 - Radiator Repair Specialist	18.57
05370 - Tire Repairer	14.97
05400 - Transmission Repair Specialist	20.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.58
07041 - Cook I	15.69
07042 - Cook II	17.48
07070 - Dishwasher	12.16
07130 - Food Service Worker	12.66
07210 - Meat Cutter	18.50
07260 - Waiter/Waitress	13.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.67
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	19.67
09090 - Furniture Refinisher Helper	14.89
09110 - Furniture Repairer Minor	16.86
09130 - Upholsterer	21.64
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.52
11060 - Elevator Operator	13.42
11090 - Gardener	15.36
11122 - Housekeeping Aide	13.42
11150 - Janitor	13.42
11210 - Laborer Grounds Maintenance	13.00

11240 - Maid or Houseman	12.27
11260 - Pruner	12.03
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	14.49
12000 - Health Occupations	
12010 - Ambulance Driver	20.37
12011 - Breath Alcohol Technician	20.37
12012 - Certified Occupational Therapist Assistant	24.51
12015 - Certified Physical Therapist Assistant	24.17
12020 - Dental Assistant	18.41
12025 - Dental Hygienist	33.56
12030 - EKG Technician	27.79
12035 - Electroneurodiagnostic Technologist	27.79
12040 - Emergency Medical Technician	20.37
12071 - Licensed Practical Nurse I	18.19
12072 - Licensed Practical Nurse II	20.43
12073 - Licensed Practical Nurse III	22.77
12100 - Medical Assistant	14.69
12130 - Medical Laboratory Technician	24.27
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.92
12195 - Medical Transcriptionist	17.70
12210 - Nuclear Medicine Technologist	42.44
12221 - Nursing Assistant I	12.61
12222 - Nursing Assistant II	14.17
12223 - Nursing Assistant III	15.46
12224 - Nursing Assistant IV	17.37
12235 - Optical Dispenser	27.45
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	14.13
12280 - Phlebotomist	14.82
12305 - Radiologic Technologist	24.46
12311 - Registered Nurse I	25.73
12312 - Registered Nurse II	31.48
12313 - Registered Nurse II Specialist	31.48
12314 - Registered Nurse III	38.10
12315 - Registered Nurse III Anesthetist	38.10
12316 - Registered Nurse IV	45.65
12317 - Scheduler (Drug and Alcohol Testing)	25.23
12320 - Substance Abuse Treatment Counselor	23.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.45
13012 - Exhibits Specialist II	25.17
13013 - Exhibits Specialist III	28.17
13041 - Illustrator I	20.34
13042 - Illustrator II	25.04
13043 - Illustrator III	28.17
13047 - Librarian	25.50
13050 - Library Aide/Clerk	12.54
13054 - Library Information Technology Systems Administrator	23.03
13058 - Library Technician	15.07
13061 - Media Specialist I	16.62
13062 - Media Specialist II	18.60
13063 - Media Specialist III	20.73
13071 - Photographer I	16.25
13072 - Photographer II	18.60
13073 - Photographer III	23.03
13074 - Photographer IV	26.40
13075 - Photographer V	31.79
13090 - Technical Order Library Clerk	18.60
13110 - Video Teleconference Technician	17.83
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.19

14042 - Computer Operator II	20.16
14043 - Computer Operator III	22.48
14044 - Computer Operator IV	25.20
14045 - Computer Operator V	27.91
14071 - Computer Programmer I	(see 1) 24.12
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	18.19
14160 - Personal Computer Support Technician	25.20
14170 - System Support Specialist	28.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.76
15020 - Aircrew Training Devices Instructor (Rated)	34.78
15030 - Air Crew Training Devices Instructor (Pilot)	41.67
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	34.14
15070 - Flight Instructor (Pilot)	41.67
15080 - Graphic Artist	21.73
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.40
15086 - Maintenance Test Pilot Rotary Wing	40.40
15088 - Non-Maintenance Test/Co-Pilot	40.40
15090 - Technical Instructor	22.88
15095 - Technical Instructor/Course Developer	27.97
15110 - Test Proctor	18.46
15120 - Tutor	18.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.67
16030 - Counter Attendant	13.67
16040 - Dry Cleaner	15.62
16070 - Finisher Flatwork Machine	13.67
16090 - Presser Hand	13.67
16110 - Presser Machine Drycleaning	13.67
16130 - Presser Machine Shirts	13.67
16160 - Presser Machine Wearing Apparel Laundry	13.67
16190 - Sewing Machine Operator	16.27
16220 - Tailor	16.92
16250 - Washer Machine	14.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.07
19040 - Tool And Die Maker	23.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.78
21030 - Material Coordinator	23.11
21040 - Material Expediter	23.11
21050 - Material Handling Laborer	15.15
21071 - Order Filler	15.36
21080 - Production Line Worker (Food Processing)	19.78
21110 - Shipping Packer	18.44
21130 - Shipping/Receiving Clerk	18.44
21140 - Store Worker I	16.61
21150 - Stock Clerk	20.93
21210 - Tools And Parts Attendant	19.78
21410 - Warehouse Specialist	19.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.82
23019 - Aircraft Logs and Records Technician	22.67
23021 - Aircraft Mechanic I	25.80
23022 - Aircraft Mechanic II	26.82
23023 - Aircraft Mechanic III	27.74
23040 - Aircraft Mechanic Helper	20.25
23050 - Aircraft Painter	24.83

23060 - Aircraft Servicer	22.67
23070 - Aircraft Survival Flight Equipment Technician	24.83
23080 - Aircraft Worker	23.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.80
23110 - Appliance Mechanic	24.83
23120 - Bicycle Repairer	21.37
23125 - Cable Splicer	44.41
23130 - Carpenter Maintenance	22.64
23140 - Carpet Layer	23.80
23160 - Electrician Maintenance	28.43
23181 - Electronics Technician Maintenance I	26.52
23182 - Electronics Technician Maintenance II	27.65
23183 - Electronics Technician Maintenance III	28.74
23260 - Fabric Worker	22.67
23290 - Fire Alarm System Mechanic	23.85
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	34.74
23312 - Fuel Distribution System Operator	28.77
23370 - General Maintenance Worker	19.57
23380 - Ground Support Equipment Mechanic	25.80
23381 - Ground Support Equipment Servicer	22.67
23382 - Ground Support Equipment Worker	23.80
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.80
23393 - Gunsmith III	25.80
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.82
23430 - Heavy Equipment Mechanic	24.39
23440 - Heavy Equipment Operator	23.13
23460 - Instrument Mechanic	25.80
23465 - Laboratory/Shelter Mechanic	24.83
23470 - Laborer	15.15
23510 - Locksmith	24.83
23530 - Machinery Maintenance Mechanic	24.72
23550 - Machinist Maintenance	23.04
23580 - Maintenance Trades Helper	20.11
23591 - Metrology Technician I	25.80
23592 - Metrology Technician II	26.82
23593 - Metrology Technician III	27.74
23640 - Millwright	25.80
23710 - Office Appliance Repairer	22.59
23760 - Painter Maintenance	21.64
23790 - Pipefitter Maintenance	28.47
23810 - Plumber Maintenance	26.14
23820 - Pneudraulic Systems Mechanic	25.80
23850 - Rigger	25.80
23870 - Scale Mechanic	23.80
23890 - Sheet-Metal Worker Maintenance	25.74
23910 - Small Engine Mechanic	23.80
23931 - Telecommunications Mechanic I	30.86
23932 - Telecommunications Mechanic II	32.09
23950 - Telephone Lineman	30.74
23960 - Welder Combination Maintenance	20.58
23965 - Well Driller	25.80
23970 - Woodcraft Worker	25.80
23980 - Woodworker	21.37
24000 - Personal Needs Occupations	
24550 - Case Manager	16.60
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.27



24610 - Chore Aide	13.20
24620 - Family Readiness And Support Services Coordinator	16.60
24630 - Homemaker	16.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.98
25040 - Sewage Plant Operator	26.09
25070 - Stationary Engineer	27.98
25190 - Ventilation Equipment Tender	21.96
25210 - Water Treatment Plant Operator	26.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.27
27007 - Baggage Inspector	16.13
27008 - Corrections Officer	30.93
27010 - Court Security Officer	29.21
27030 - Detection Dog Handler	18.54
27040 - Detention Officer	30.93
27070 - Firefighter	27.81
27101 - Guard I	16.13
27102 - Guard II	18.54
27131 - Police Officer I	26.66
27132 - Police Officer II	29.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.36
28042 - Carnival Equipment Repairer	16.21
28043 - Carnival Worker	12.42
28210 - Gate Attendant/Gate Tender	16.03
28310 - Lifeguard	12.17
28350 - Park Attendant (Aide)	17.93
28510 - Recreation Aide/Health Facility Attendant	13.08
28515 - Recreation Specialist	22.21
28630 - Sports Official	14.27
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13
29041 - Stevedore I	24.72
29042 - Stevedore II	27.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.76
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.80
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.71
30021 - Archeological Technician I	18.85
30022 - Archeological Technician II	21.61
30023 - Archeological Technician III	26.06
30030 - Cartographic Technician	26.06
30040 - Civil Engineering Technician	24.62
30051 - Cryogenic Technician I	28.88
30052 - Cryogenic Technician II	31.91
30061 - Drafter/CAD Operator I	18.85
30062 - Drafter/CAD Operator II	21.61
30063 - Drafter/CAD Operator III	23.47
30064 - Drafter/CAD Operator IV	28.88
30081 - Engineering Technician I	16.76
30082 - Engineering Technician II	18.85
30083 - Engineering Technician III	21.61
30084 - Engineering Technician IV	27.09
30085 - Engineering Technician V	31.56
30086 - Engineering Technician VI	36.12
30090 - Environmental Technician	23.79
30095 - Evidence Control Specialist	24.62
30210 - Laboratory Technician	22.15
30221 - Latent Fingerprint Technician I	28.88
30222 - Latent Fingerprint Technician II	31.91

30240 - Mathematical Technician	26.54
30361 - Paralegal/Legal Assistant I	20.54
30362 - Paralegal/Legal Assistant II	26.28
30363 - Paralegal/Legal Assistant III	32.12
30364 - Paralegal/Legal Assistant IV	38.86
30375 - Petroleum Supply Specialist	30.12
30390 - Photo-Optics Technician	26.06
30395 - Radiation Control Technician	30.12
30461 - Technical Writer I	24.24
30462 - Technical Writer II	29.66
30463 - Technical Writer III	35.88
30491 - Unexploded Ordnance (UXO) Technician I	26.54
30492 - Unexploded Ordnance (UXO) Technician II	32.11
30493 - Unexploded Ordnance (UXO) Technician III	38.49
30494 - Unexploded (UXO) Safety Escort	26.54
30495 - Unexploded (UXO) Sweep Personnel	26.54
30501 - Weather Forecaster I	28.88
30502 - Weather Forecaster II	35.14
30620 - Weather Observer Combined Upper Air Or (see 2)	23.78
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.11
31020 - Bus Aide	14.40
31030 - Bus Driver	20.44
31043 - Driver Courier	15.15
31260 - Parking and Lot Attendant	12.85
31290 - Shuttle Bus Driver	14.71
31310 - Taxi Driver	14.25
31361 - Truckdriver Light	15.53
31362 - Truckdriver Medium	18.07
31363 - Truckdriver Heavy	21.84
31364 - Truckdriver Tractor-Trailer	21.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.66
99030 - Cashier	12.28
99050 - Desk Clerk	12.32
99095 - Embalmer	35.02
99130 - Flight Follower	26.54
99251 - Laboratory Animal Caretaker I	15.92
99252 - Laboratory Animal Caretaker II	16.80
99260 - Marketing Analyst	29.91
99310 - Mortician	35.02
99410 - Pest Controller	22.54
99510 - Photofinishing Worker	13.95
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	17.01
99810 - Sales Clerk	14.74
99820 - School Crossing Guard	12.16
99830 - Survey Party Chief	21.46
99831 - Surveying Aide	13.44
99832 - Surveying Technician	18.45
99840 - Vending Machine Attendant	16.18
99841 - Vending Machine Repairer	18.94
99842 - Vending Machine Repairer Helper	17.91

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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))."