

2. AMENDMENT/MODIFICATION NO. P00047	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
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6. ISSUED BY CODE DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC	7. ADMINISTERED BY (If other than Item 6) CODE ICE/DCR ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205
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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	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	10A. MODIFICATION OF CONTRACT/ORDER NO. X HSCEDM-15-D-00002
	10B. DATED (SEE ITEM 13) 11/26/2014
CODE LUDNH5K4XQU9 FACILITY CODE	

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.)
COR: [REDACTED], 716-843-[REDACTED]
CO: [REDACTED], 202-924-[REDACTED]
CS: [REDACTED], 202-494-[REDACTED]

The purpose of this modification is to:

- Exercise Option Period Eight (8) of this IDIQ contract. With this Modification, the period of performance of this Contract is extended through 01/31/2024.
- Incorporate the updated Department of Labor (DOL) Wage Determination (WD) 2015-4181 Revision 22, dated 12/27/2022, into this contract as Attachment 1_WD_2015-4181_Rev 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
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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)
8001	<p>22_12272022</p> <p>With this Modification, the total value of this IDIQ contract remains unchanged at [REDACTED]</p> <p>Accounting Info: [REDACTED] - -----</p> <p>Period of Performance: 12/01/2014 to 01/31/2025</p> <p>Change Item 8001 to read as follows (amount shown is the obligated amount):</p> <p>Detention Bed Days - Guaranteed [REDACTED] Beds/Day @ [REDACTED]</p> <p>The rate stated for this CLIN is [REDACTED].</p> <p>a) The total value of this CLIN is [REDACTED].</p> <p>b) The total quantity on this CLIN is [REDACTED].</p> <p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Option Period 8</p>	[REDACTED]	EA	[REDACTED]	[REDACTED]
8002	<p>Change Item 8002 to read as follows (amount shown is the obligated amount):</p> <p>Detention Bed Days - Above Guaranteed Minimum [REDACTED] Beds/day) @ [REDACTED] per day</p> <p>The rate stated for this CLIN is [REDACTED].</p> <p>a) The total value of this CLIN is [REDACTED].</p> <p>b) The total quantity on this CLIN is [REDACTED].</p> <p>Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Option Period 8</p>	[REDACTED]	EA	[REDACTED]	[REDACTED]
8003	<p>Change Item 8003 to read as follows (amount shown is the obligated amount):</p> <p>Detainee Volunteer Work Wages for Detainee Continued ...</p>	[REDACTED]	DA	[REDACTED]	[REDACTED]

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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)
8004	<p>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>a) The total value of this CLIN is [REDACTED].</p> <p>b) The total quantity on this CLIN is [REDACTED].</p> <p>Product/Service Code: S203 Product/Service Description: HOUSEKEEPING- FOOD</p> <p>Option Period 8</p> <p>Change Item 8004 to read as follows (amount shown is the obligated amount):</p> <p>Processing/Transportation</p> <p>The post schedule is as follows -</p> <p>[REDACTED] hours per week / 2 Post / Monday - Friday / 7am - 3pm</p> <p>[REDACTED] hours per week / 2 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>a) The total value of this CLIN is [REDACTED]</p> <p>b) 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 8</p> <p>Change Item 8005 to read as follows (amount shown is the obligated amount): Continued ...</p>	[REDACTED]	HR	[REDACTED]	

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ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
8005	<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>a) The total value of this CLIN is [REDACTED]</p> <p>b) 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 8</p> <p>Change Item 8006 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	HR	[REDACTED]	
8006	<p>Per Diem - Officers in Travel Status</p> <p>The per diem 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&E and Lodging will be reimbursed at the GSA published rates at the time travel occurs.</p> <p>Product/Service Code: V999 Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER</p> <p>Option Period 8</p> <p>Change Item 8007 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	LO	[REDACTED]	
8007	<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>a) The total value of this CLIN is [REDACTED]</p> <p>Continued ...</p>	[REDACTED]	HR	[REDACTED]	

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ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
8008	<p>b) The total quantity on this CLIN is [REDACTED] Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Option Period 8</p> <p>Change Item 8008 to read as follows (amount shown is the obligated amount):</p> <p>Disturbance Control Team Deployment (DCT) (Excludes Training)</p> <p>Hours shall not exceed [REDACTED]. 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>	[REDACTED]	HR	[REDACTED]	
8009	<p>a) The total value of this CLIN is [REDACTED]</p> <p>b) The total quantity on this CLIN is [REDACTED] Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Option Period 8</p> <p>Change Item 8009 to read as follows (amount shown is the obligated amount):</p> <p>Sack Lunches - For detainees transported by the contractor who are not admitted to BDFD.</p> <p>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</p> <p>Option Period 8</p> <p>Change Item 8010 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	EA	[REDACTED]	
8010	<p>Cable Services: [REDACTED] Standard Service Outlets Monthly Not-To-Exceed (NTE): [REDACTED]</p> <p>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]	MO	[REDACTED]	

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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&W funds. Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Option Period 8</p> <p>Change Item 8011 to read as follows (amount shown is the obligated amount):</p>				
8011	<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 8013 to read as follows (amount shown is the obligated amount):</p>		YR		
8013	<p>Religious Meals [REDACTED] 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>				

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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 8014 to read as follows (amount shown is the obligated amount):</p> <p>8014 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>a) The total quantity on this CLIN is [REDACTED]. b) 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 8014A to read as follows (amount shown is the obligated amount):</p>		DH	[REDACTED]	[REDACTED]
8014A	<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>a) The total quantity on this sub-CLIN is [REDACTED]. b) The total value of this sub-CLIN is [REDACTED]. Obligated Amount: \$0.00 Product/Service Code: V999 Continued ...</p>		DH	[REDACTED]	0.00

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8015	<p>Product/Service Description: TRANSPORTATION/TRAVEL/RELOCATION- OTHER: OTHER</p> <p>Change Item 8015 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>a) The total value of this CLIN is [REDACTED].</p> <p>b) The total quantity on this CLIN is [REDACTED]. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 8016 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	DH	[REDACTED]	[REDACTED]
8016	<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 Continued ...</p>	[REDACTED]	LT	[REDACTED]	

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>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>a) The total value of this CLIN is [REDACTED].</p> <p>b) The total quantity on this CLIN is [REDACTED]. Obligated Amount: \$0.00</p> <p>Change Item 8017 to read as follows (amount shown is the obligated amount):</p>				
8017	<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>a) The total value of this CLIN is [REDACTED].</p> <p>b) The total quantity on this CLIN is [REDACTED].</p> <p>The contractor shall notify the COR when [REDACTED] or fewer miles remain unexpended under this CLIN. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Change Item 8018 to read as follows (amount shown is the obligated amount):</p>	[REDACTED]	DH	[REDACTED]	
8018	<p>Female Guard Services</p> <p>[REDACTED] hours x [REDACTED] per hour = [REDACTED]. The hourly rate stated for this CLIN is [REDACTED].</p> <p>a) The total quantity on this CLIN is [REDACTED].</p> <p>b) The total value of this CLIN is [REDACTED]. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Continued ...</p>	[REDACTED]	HR	[REDACTED]	

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)
8019	<p>Change Item 8019 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.</p> <p>The contractor is responsible for reporting the mileage to the COR for validation at the completion of each trip.</p> <p>a) The total value of this CLIN is [REDACTED]</p> <p>b) The total quantity on this CLIN is [REDACTED]. Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p>	[REDACTED]	LO	[REDACTED]	[REDACTED]
8020	<p>Change Item 8020 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, 2023 and January 31, 2024.</p> <p>Continued ...</p>				

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ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The not-to-exceed amount for CLIN 8020 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
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4181
Revision No.: 22
Date Of Last Revision: 12/27/2022

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

<p>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:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</p>
<p>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:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</p>

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

State: New York

Area: New York Counties of Genesee, Schuyler, Seneca, Steuben

****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		32.01
01035 - Court Reporter		22.64
01041 - Customer Service Representative I		14.28***
01042 - Customer Service Representative II		15.58***
01043 - Customer Service Representative III		17.48
01051 - Data Entry Operator I		16.40
01052 - Data Entry Operator II		17.90
01060 - Dispatcher, Motor Vehicle		18.96
01070 - Document Preparation Clerk		15.46***
01090 - Duplicating Machine Operator		15.46***
01111 - General Clerk I		13.77***
01112 - General Clerk II		15.02***
01113 - General Clerk III		16.86

01120 - Housing Referral Assistant	21.65
01141 - Messenger Courier	14.15***
01191 - Order Clerk I	16.62
01192 - Order Clerk II	18.13
01261 - Personnel Assistant (Employment) I	18.34
01262 - Personnel Assistant (Employment) II	20.51
01263 - Personnel Assistant (Employment) III	22.87
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	32.01
01420 - Survey Worker	17.74
01460 - Switchboard Operator/Receptionist	14.53***
01531 - Travel Clerk I	12.75***
01532 - Travel Clerk II	13.49***
01533 - Travel Clerk III	14.20***
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	23.11
05010 - Automotive Electrician	21.16
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	18.34
05130 - Motor Equipment Metal Mechanic	22.14
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	22.14
05220 - Motor Vehicle Mechanic Helper	17.31
05250 - Motor Vehicle Upholstery Worker	19.27
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter, Automotive	21.16
05340 - Radiator Repair Specialist	20.43
05370 - Tire Repairer	14.97***
05400 - Transmission Repair Specialist	22.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.67***
07041 - Cook I	15.69***
07042 - Cook II	17.48
07070 - Dishwasher	13.38***
07130 - Food Service Worker	13.93***
07210 - Meat Cutter	18.50
07260 - Waiter/Waitress	13.91***
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	15.97***
11060 - Elevator Operator	14.18***
11090 - Gardener	16.88
11122 - Housekeeping Aide	14.18***
11150 - Janitor	14.18***
11210 - Laborer, Grounds Maintenance	13.95***
11240 - Maid or Houseman	13.50***
11260 - Pruner	12.92***
11270 - Tractor Operator	15.99***
11330 - Trail Maintenance Worker	13.95***

11360 - Window Cleaner	15.31***
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	36.07
12030 - EKG Technician	30.57
12035 - Electroneurodiagnostic Technologist	30.57
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	16.16***
12130 - Medical Laboratory Technician	26.70
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.92
12195 - Medical Transcriptionist	18.18
12210 - Nuclear Medicine Technologist	44.70
12221 - Nursing Assistant I	12.70***
12222 - Nursing Assistant II	14.28***
12223 - Nursing Assistant III	15.58***
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	27.45
12236 - Optical Technician	18.18
12250 - Pharmacy Technician	14.37***
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	21.02
13012 - Exhibits Specialist II	26.04
13013 - Exhibits Specialist III	30.99
13041 - Illustrator I	21.02
13042 - Illustrator II	26.04
13043 - Illustrator III	30.99
13047 - Librarian	28.05
13050 - Library Aide/Clerk	13.68***
13054 - Library Information Technology Systems Administrator	25.33
13058 - Library Technician	15.07***
13061 - Media Specialist I	18.28
13062 - Media Specialist II	20.46
13063 - Media Specialist III	22.80
13071 - Photographer I	17.88
13072 - Photographer II	20.46
13073 - Photographer III	25.33
13074 - Photographer IV	29.04
13075 - Photographer V	34.97
13090 - Technical Order Library Clerk	18.60
13110 - Video Teleconference Technician	18.77
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.97
14042 - Computer Operator II	21.22
14043 - Computer Operator III	23.66
14044 - Computer Operator IV	26.30
14045 - Computer Operator V	29.12

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		18.97
14160 - Personal Computer Support Technician		26.30
14170 - System Support Specialist		29.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.18
15020 - Aircrew Training Devices Instructor (Rated)		37.72
15030 - Air Crew Training Devices Instructor (Pilot)		45.22
15050 - Computer Based Training Specialist / Instructor		31.18
15060 - Educational Technologist		34.14
15070 - Flight Instructor (Pilot)		45.22
15080 - Graphic Artist		21.73
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.44
15086 - Maintenance Test Pilot, Rotary Wing		44.44
15088 - Non-Maintenance Test/Co-Pilot		44.44
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		14.44***
16030 - Counter Attendant		14.44***
16040 - Dry Cleaner		16.51
16070 - Finisher, Flatwork, Machine		14.44***
16090 - Presser, Hand		14.44***
16110 - Presser, Machine, Drycleaning		14.44***
16130 - Presser, Machine, Shirts		14.44***
16160 - Presser, Machine, Wearing Apparel, Laundry		14.44***
16190 - Sewing Machine Operator		17.20
16220 - Tailor		17.89
16250 - Washer, Machine		15.13***
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		17.09
21150 - Stock Clerk		21.53
21210 - Tools And Parts Attendant		19.78
21410 - Warehouse Specialist		19.78
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.50
23019 - Aircraft Logs and Records Technician		24.94
23021 - Aircraft Mechanic I		28.38
23022 - Aircraft Mechanic II		29.50
23023 - Aircraft Mechanic III		30.51
23040 - Aircraft Mechanic Helper		22.28
23050 - Aircraft, Painter		27.31
23060 - Aircraft Servicer		24.94
23070 - Aircraft Survival Flight Equipment Technician		27.31
23080 - Aircraft Worker		26.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.18

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	28.38
II		
23110	- Appliance Mechanic	27.19
23120	- Bicycle Repairer	23.33
23125	- Cable Splicer	46.91
23130	- Carpenter, Maintenance	22.98
23140	- Carpet Layer	26.01
23160	- Electrician, Maintenance	28.90
23181	- Electronics Technician Maintenance I	26.52
23182	- Electronics Technician Maintenance II	27.65
23183	- Electronics Technician Maintenance III	28.74
23260	- Fabric Worker	24.78
23290	- Fire Alarm System Mechanic	26.24
23310	- Fire Extinguisher Repairer	23.33
23311	- Fuel Distribution System Mechanic	38.18
23312	- Fuel Distribution System Operator	31.53
23370	- General Maintenance Worker	19.57
23380	- Ground Support Equipment Mechanic	28.38
23381	- Ground Support Equipment Servicer	24.94
23382	- Ground Support Equipment Worker	26.18
23391	- Gunsmith I	23.33
23392	- Gunsmith II	26.01
23393	- Gunsmith III	28.25
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.09
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.01
23430	- Heavy Equipment Mechanic	24.39
23440	- Heavy Equipment Operator	23.13
23460	- Instrument Mechanic	28.25
23465	- Laboratory/Shelter Mechanic	27.19
23470	- Laborer	15.15***
23510	- Locksmith	27.19
23530	- Machinery Maintenance Mechanic	27.19
23550	- Machinist, Maintenance	23.05
23580	- Maintenance Trades Helper	21.91
23591	- Metrology Technician I	28.25
23592	- Metrology Technician II	29.38
23593	- Metrology Technician III	30.38
23640	- Millwright	25.80
23710	- Office Appliance Repairer	22.64
23760	- Painter, Maintenance	21.64
23790	- Pipefitter, Maintenance	30.70
23810	- Plumber, Maintenance	28.75
23820	- Pneudraulic Systems Mechanic	28.25
23850	- Rigger	28.25
23870	- Scale Mechanic	26.01
23890	- Sheet-Metal Worker, Maintenance	25.74
23910	- Small Engine Mechanic	23.80
23931	- Telecommunications Mechanic I	33.95
23932	- Telecommunications Mechanic II	35.30
23950	- Telephone Lineman	30.74
23960	- Welder, Combination, Maintenance	22.64
23965	- Well Driller	28.25
23970	- Woodcraft Worker	28.25
23980	- Woodworker	23.33
24000	- Personal Needs Occupations	
24550	- Case Manager	17.66
24570	- Child Care Attendant	13.46***
24580	- Child Care Center Clerk	16.79
24610	- Chore Aide	14.04***
24620	- Family Readiness And Support Services Coordinator	17.66
24630	- Homemaker	17.66

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.28
25040 - Sewage Plant Operator	28.65
25070 - Stationary Engineer	29.28
25190 - Ventilation Equipment Tender	22.90
25210 - Water Treatment Plant Operator	28.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.40
27007 - Baggage Inspector	16.13***
27008 - Corrections Officer	30.93
27010 - Court Security Officer	29.82
27030 - Detection Dog Handler	18.54
27040 - Detention Officer	30.93
27070 - Firefighter	30.36
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	15.54***
28042 - Carnival Equipment Repairer	16.41
28043 - Carnival Worker	12.56***
28210 - Gate Attendant/Gate Tender	17.44
28310 - Lifeguard	13.39***
28350 - Park Attendant (Aide)	19.51
28510 - Recreation Aide/Health Facility Attendant	14.24***
28515 - Recreation Specialist	24.17
28630 - Sports Official	15.54***
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)	42.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.57
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.57
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	27.08
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	25.63
30210 - Laboratory Technician	23.06
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	31.35
30390 - Photo-Optics Technician	26.06
30395 - Radiation Control Technician	31.35
30461 - Technical Writer I	25.63
30462 - Technical Writer II	31.35
30463 - Technical Writer III	37.92
30491 - Unexploded Ordnance (UXO) Technician I	27.26
30492 - Unexploded Ordnance (UXO) Technician II	32.98
30493 - Unexploded Ordnance (UXO) Technician III	39.53
30494 - Unexploded (UXO) Safety Escort	27.26
30495 - Unexploded (UXO) Sweep Personnel	27.26
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	32.98
31020 - Bus Aide	14.40***
31030 - Bus Driver	20.44
31043 - Driver Courier	16.56
31260 - Parking and Lot Attendant	13.67***
31290 - Shuttle Bus Driver	14.71***
31310 - Taxi Driver	14.25***
31361 - Truckdriver, Light	17.08
31362 - Truckdriver, Medium	18.56
31363 - Truckdriver, Heavy	22.97
31364 - Truckdriver, Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.08***
99030 - Cashier	13.51***
99050 - Desk Clerk	13.55***
99095 - Embalmer	35.02
99130 - Flight Follower	27.26
99251 - Laboratory Animal Caretaker I	15.92***
99252 - Laboratory Animal Caretaker II	16.80
99260 - Marketing Analyst	30.37
99310 - Mortician	35.02
99410 - Pest Controller	22.54
99510 - Photofinishing Worker	14.32***
99710 - Recycling Laborer	18.36
99711 - Recycling Specialist	21.04
99730 - Refuse Collector	17.01
99810 - Sales Clerk	14.74***
99820 - School Crossing Guard	13.38***
99830 - Survey Party Chief	23.61
99831 - Surveying Aide	14.79***
99832 - Surveying Technician	20.30
99840 - Vending Machine Attendant	16.18***
99841 - Vending Machine Repairer	18.94
99842 - Vending Machine Repairer Helper	17.91

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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 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: 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))."