

2. AMENDMENT/MODIFICATION NO. P00027	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. none	5. PROJECT NO. (If applicable)
---	------------------------------------	--	--------------------------------

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
--	----------------	---	-----------------

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
		10B. DATED (SEE ITEM 13) 09/24/2015

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)
N/A

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.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	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: 612706465
 Contracting Officer: [REDACTED] at (202) 732-[REDACTED]@ice.dhs.gov
 COR POC: [REDACTED] (253) 779-[REDACTED], e-mail address, [REDACTED]@ice.dhs.gov
 Finance POC: [REDACTED], (206) 835-[REDACTED], email address. [REDACTED]@ice.dhs.gov

The purpose of this modification is to update Contract Attachment 2 Wage Determination with attached new DOL, Wage Determination (WD) 2015-5539 R. 14 date 06/10/2020; WD 2015-5563 R. 10 date 07/02/2020; WD 2015-5543 R. 10 date 07/02/2020; WD 2015-5572 R. 11 date 07/02/2020. Continued ...
 Except as provided herein, all terms and conditions of the document referenced in item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)	
15B. CONTRACTOR/OFFEROR <i>(Signature of person authorized to sign)</i>	15C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00027

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Attached DOL, WDs effective September 28, 2020</p> <p>In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Act - Price Adjustments (Multiple Year and Option Contracts) (f) "The Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The Contractor shall promptly notify the Contracting Officer of any decrease under this clause, but nothing in the clause shall preclude the Government from asserting a claim within the period permitted by law. The notice shall contain a statement of the amount claimed and the change in fixed hourly rates (if this is a time-and-materials or labor-hour contract), and any relevant supporting data, including payroll records, that the Contracting Officer may reasonably require. Upon agreement of the parties, the contract price, contract unit price labor rates, or fixed hourly rates shall be modified in writing. The Contractor shall continue performance pending agreement on or determination of any such adjustment and its effective date."</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00</p> <p>Period of Performance: 09/28/2020 to 09/27/2025</p> <p>All terms and conditions of the IDIQ remain the same.</p>				

2. AMENDMENT/MODIFICATION NO. P00028	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
---	------------------------------------	----------------------------------	--------------------------------

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
--	----------------	---	-----------------

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
		10B. DATED (SEE ITEM 13) 09/24/2015

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.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	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: 612706465
COR POC: [REDACTED] 253-779-[REDACTED]
[REDACTED]@ice.dhs.gov
A-COR POC: [REDACTED] 509-574-[REDACTED]
[REDACTED]@ice.dhs.gov
WebView POC: [REDACTED] 206-277-[REDACTED]
[REDACTED]@ice.dhs.gov
Alternate WebView POC: [REDACTED] 206-277-[REDACTED]
Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 1

15A. NAME AND TITLE OF SIGNER (Type or print)	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED
_____ (Signature of person authorized to sign)	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00028

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>██████████@ice.dhs.gov</p> <p>Contracting Officer: ██████████ 202-805-██████████ ██████████@ice.dhs.gov</p> <p>Contract Specialist: ██████████ 202-732-██████████ ██████████@ice.dhs.gov</p> <p>The purpose of this modification is to incorporate U.S. Department of Labor (DOL) Wage Determinations (WDs), 2015-5539 Revision 17 dated 07/21/2021; 2015-5563 Revision 13 dated 07/21/2021; 2015-5543 Revision 13 dated 07/21/2021; and 2015-5572 Revision 11 dated 07/02/2020 (unchanged WD from the previous year).</p> <p>In accordance with FAR 52.222-43(f), Fair Labor Standards Act and Service Contract Act - Price Adjustments (Multiple Year and Option Contracts)</p> <p>"The Contractor shall notify the Contracting Officer of any increase claimed under this clause within 30 days after receiving a new wage determination unless this notification period is extended in writing by the Contracting Officer. The Contractor shall promptly notify the Contracting Officer of any decrease under this clause, but nothing in the clause shall preclude the Government from asserting a claim within the period permitted by law. The notice shall contain a statement of the amount claimed and the change in fixed hourly rates (if this is a time-and-materials or labor-hour contract), and any relevant supporting data, including payroll records, that the Contracting Officer may reasonably require. Upon agreement of the parties, the contract price, contract unit price labor rates, or fixed hourly rates shall be modified in writing. The Contractor shall continue performance pending agreement on or determination of any such adjustment and its effective date."</p> <p>Period of Performance: 09/28/2020 to 09/27/2025</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 Wage Determination No.: 2015-5539 Revision No.: 17 Date Of Last Revision: 07/21/2021
Daniel W. Simms Director	Division of Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington County of Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.84
01012 - Accounting Clerk II		21.16
01013 - Accounting Clerk III		23.66
01020 - Administrative Assistant		33.05
01035 - Court Reporter		23.68
01041 - Customer Service Representative I		16.55
01042 - Customer Service Representative II		18.06
01043 - Customer Service Representative III		20.29
01051 - Data Entry Operator I		17.13
01052 - Data Entry Operator II		18.69
01060 - Dispatcher Motor Vehicle		26.31
01070 - Document Preparation Clerk		18.70
01090 - Duplicating Machine Operator		18.70
01111 - General Clerk I		16.99
01112 - General Clerk II		18.54
01113 - General Clerk III		20.82
01120 - Housing Referral Assistant		23.20
01141 - Messenger Courier		18.44
01191 - Order Clerk I		19.35
01192 - Order Clerk II		21.12
01261 - Personnel Assistant (Employment) I		18.33
01262 - Personnel Assistant (Employment) II		20.50
01263 - Personnel Assistant (Employment) III		22.85
01270 - Production Control Clerk		25.78
01290 - Rental Clerk		18.90
01300 - Scheduler Maintenance		18.61
01311 - Secretary I		18.61
01312 - Secretary II		20.81
01313 - Secretary III		23.20

01320 - Service Order Dispatcher	23.52
01410 - Supply Technician	33.05
01420 - Survey Worker	21.76
01460 - Switchboard Operator/Receptionist	18.25
01531 - Travel Clerk I	19.38
01532 - Travel Clerk II	21.12
01533 - Travel Clerk III	22.72
01611 - Word Processor I	20.07
01612 - Word Processor II	22.54
01613 - Word Processor III	25.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.03
05010 - Automotive Electrician	24.15
05040 - Automotive Glass Installer	23.13
05070 - Automotive Worker	23.13
05110 - Mobile Equipment Servicer	20.64
05130 - Motor Equipment Metal Mechanic	24.99
05160 - Motor Equipment Metal Worker	23.13
05190 - Motor Vehicle Mechanic	24.99
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	21.90
05280 - Motor Vehicle Wrecker	23.13
05310 - Painter Automotive	24.15
05340 - Radiator Repair Specialist	23.13
05370 - Tire Repairer	15.39
05400 - Transmission Repair Specialist	24.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.46
07041 - Cook I	19.68
07042 - Cook II	22.05
07070 - Dishwasher	15.40
07130 - Food Service Worker	15.80
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	16.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.77
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	20.36
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	18.46
09130 - Upholsterer	24.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.53
11060 - Elevator Operator	16.53
11090 - Gardener	23.21
11122 - Housekeeping Aide	18.50
11150 - Janitor	18.50
11210 - Laborer Grounds Maintenance	19.01
11240 - Maid or Houseman	15.51
11260 - Pruner	17.59
11270 - Tractor Operator	21.82
11330 - Trail Maintenance Worker	19.01
11360 - Window Cleaner	20.00
12000 - Health Occupations	
12010 - Ambulance Driver	31.13
12011 - Breath Alcohol Technician	26.26
12012 - Certified Occupational Therapist Assistant	31.19
12015 - Certified Physical Therapist Assistant	30.73
12020 - Dental Assistant	23.30
12025 - Dental Hygienist	47.90
12030 - EKG Technician	35.52
12035 - Electroneurodiagnostic Technologist	35.52
12040 - Emergency Medical Technician	31.13
12071 - Licensed Practical Nurse I	23.48
12072 - Licensed Practical Nurse II	26.26

12073 - Licensed Practical Nurse III	29.27
12100 - Medical Assistant	23.40
12130 - Medical Laboratory Technician	30.16
12160 - Medical Record Clerk	23.85
12190 - Medical Record Technician	26.48
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	53.22
12221 - Nursing Assistant I	13.11
12222 - Nursing Assistant II	14.73
12223 - Nursing Assistant III	16.08
12224 - Nursing Assistant IV	18.06
12235 - Optical Dispenser	25.48
12236 - Optical Technician	20.04
12250 - Pharmacy Technician	22.98
12280 - Phlebotomist	20.42
12305 - Radiologic Technologist	38.20
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	32.53
12320 - Substance Abuse Treatment Counselor	23.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.24
13012 - Exhibits Specialist II	31.26
13013 - Exhibits Specialist III	38.24
13041 - Illustrator I	25.24
13042 - Illustrator II	31.26
13043 - Illustrator III	38.24
13047 - Librarian	40.79
13050 - Library Aide/Clerk	17.56
13054 - Library Information Technology Systems Administrator	36.83
13058 - Library Technician	24.64
13061 - Media Specialist I	26.59
13062 - Media Specialist II	29.73
13063 - Media Specialist III	33.14
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13090 - Technical Order Library Clerk	22.06
13110 - Video Teleconference Technician	28.68
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.04
14042 - Computer Operator II	24.67
14043 - Computer Operator III	27.50
14044 - Computer Operator IV	30.56
14045 - Computer Operator V	33.85
14071 - Computer Programmer I	26.92
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	22.04
14160 - Personal Computer Support Technician	30.56
14170 - System Support Specialist	39.55
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.56
15020 - Aircrew Training Devices Instructor (Rated)	44.24

15030 - Air Crew Training Devices Instructor (Pilot)	53.02
15050 - Computer Based Training Specialist / Instructor	36.56
15060 - Educational Technologist	35.04
15070 - Flight Instructor (Pilot)	53.02
15080 - Graphic Artist	35.02
15085 - Maintenance Test Pilot Fixed Jet/Prop	53.02
15086 - Maintenance Test Pilot Rotary Wing	53.02
15088 - Non-Maintenance Test/Co-Pilot	53.02
15090 - Technical Instructor	31.95
15095 - Technical Instructor/Course Developer	39.08
15110 - Test Proctor	25.79
15120 - Tutor	25.79
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.47
16030 - Counter Attendant	17.47
16040 - Dry Cleaner	19.99
16070 - Finisher Flatwork Machine	17.47
16090 - Presser Hand	17.47
16110 - Presser Machine Drycleaning	17.47
16130 - Presser Machine Shirts	17.47
16160 - Presser Machine Wearing Apparel Laundry	17.47
16190 - Sewing Machine Operator	20.83
16220 - Tailor	21.67
16250 - Washer Machine	18.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.53
19040 - Tool And Die Maker	35.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.75
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	17.94
21071 - Order Filler	17.85
21080 - Production Line Worker (Food Processing)	20.75
21110 - Shipping Packer	20.63
21130 - Shipping/Receiving Clerk	20.63
21140 - Store Worker I	18.21
21150 - Stock Clerk	22.98
21210 - Tools And Parts Attendant	20.75
21410 - Warehouse Specialist	20.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.64
23019 - Aircraft Logs and Records Technician	31.09
23021 - Aircraft Mechanic I	35.48
23022 - Aircraft Mechanic II	36.64
23023 - Aircraft Mechanic III	37.71
23040 - Aircraft Mechanic Helper	27.55
23050 - Aircraft Painter	34.29
23060 - Aircraft Servicer	31.09
23070 - Aircraft Survival Flight Equipment Technician	34.29
23080 - Aircraft Worker	32.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.48
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	46.94
23130 - Carpenter Maintenance	31.14
23140 - Carpet Layer	24.79
23160 - Electrician Maintenance	37.72
23181 - Electronics Technician Maintenance I	37.43
23182 - Electronics Technician Maintenance II	39.08
23183 - Electronics Technician Maintenance III	40.43
23260 - Fabric Worker	31.10

23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	29.32
23311 - Fuel Distribution System Mechanic	41.56
23312 - Fuel Distribution System Operator	34.33
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	35.48
23381 - Ground Support Equipment Servicer	31.09
23382 - Ground Support Equipment Worker	32.84
23391 - Gunsmith I	29.32
23392 - Gunsmith II	32.85
23393 - Gunsmith III	35.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	33.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	34.45
23430 - Heavy Equipment Mechanic	34.10
23440 - Heavy Equipment Operator	41.36
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	34.30
23470 - Laborer	17.94
23510 - Locksmith	31.64
23530 - Machinery Maintenance Mechanic	32.66
23550 - Machinist Maintenance	28.61
23580 - Maintenance Trades Helper	19.71
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.32
23593 - Metrology Technician III	32.24
23640 - Millwright	36.64
23710 - Office Appliance Repairer	25.88
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	38.92
23810 - Plumber Maintenance	37.62
23820 - Pneudraulic Systems Mechanic	35.49
23850 - Rigger	32.74
23870 - Scale Mechanic	32.85
23890 - Sheet-Metal Worker Maintenance	34.44
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	33.19
23932 - Telecommunications Mechanic II	34.27
23950 - Telephone Lineman	35.60
23960 - Welder Combination Maintenance	27.12
23965 - Well Driller	35.49
23970 - Woodcraft Worker	35.49
23980 - Woodworker	29.32
24000 - Personal Needs Occupations	
24550 - Case Manager	19.15
24570 - Child Care Attendant	16.38
24580 - Child Care Center Clerk	20.44
24610 - Chore Aide	15.51
24620 - Family Readiness And Support Services Coordinator	19.15
24630 - Homemaker	19.15
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.43
25040 - Sewage Plant Operator	36.86
25070 - Stationary Engineer	35.43
25190 - Ventilation Equipment Tender	27.51
25210 - Water Treatment Plant Operator	36.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.59
27007 - Baggage Inspector	18.45
27008 - Corrections Officer	31.59
27010 - Court Security Officer	37.27
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	31.59

27070 - Firefighter	42.96
27101 - Guard I	18.45
27102 - Guard II	22.54
27131 - Police Officer I	38.64
27132 - Police Officer II	42.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.72
28042 - Carnival Equipment Repairer	19.91
28043 - Carnival Worker	15.09
28210 - Gate Attendant/Gate Tender	20.97
28310 - Lifeguard	15.92
28350 - Park Attendant (Aide)	23.45
28510 - Recreation Aide/Health Facility Attendant	17.11
28515 - Recreation Specialist	29.05
28630 - Sports Official	18.67
28690 - Swimming Pool Operator	22.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	38.63
29020 - Hatch Tender	38.63
29030 - Line Handler	38.63
29041 - Stevedore I	36.57
29042 - Stevedore II	40.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.13
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.43
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.52
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	35.67
30051 - Cryogenic Technician I	29.57
30052 - Cryogenic Technician II	32.66
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	30.76
30095 - Evidence Control Specialist	26.70
30210 - Laboratory Technician	25.04
30221 - Latent Fingerprint Technician I	31.95
30222 - Latent Fingerprint Technician II	35.29
30240 - Mathematical Technician	37.35
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	37.71
30375 - Petroleum Supply Specialist	32.66
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	32.66
30461 - Technical Writer I	28.43
30462 - Technical Writer II	34.77
30463 - Technical Writer III	42.06
30491 - Unexploded Ordnance (UXO) Technician I	28.05
30492 - Unexploded Ordnance (UXO) Technician II	33.93
30493 - Unexploded Ordnance (UXO) Technician III	40.67
30494 - Unexploded (UXO) Safety Escort	28.05
30495 - Unexploded (UXO) Sweep Personnel	28.05
30501 - Weather Forecaster I	30.16

30502 - Weather Forecaster II		36.69
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.93
31020 - Bus Aide		22.24
31030 - Bus Driver		28.82
31043 - Driver Courier		19.63
31260 - Parking and Lot Attendant		16.62
31290 - Shuttle Bus Driver		21.85
31310 - Taxi Driver		18.66
31361 - Truckdriver Light		20.88
31362 - Truckdriver Medium		22.15
31363 - Truckdriver Heavy		26.95
31364 - Truckdriver Tractor-Trailer		26.95
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.54
99030 - Cashier		15.25
99050 - Desk Clerk		15.24
99095 - Embalmer		29.76
99130 - Flight Follower		28.05
99251 - Laboratory Animal Caretaker I		15.94
99252 - Laboratory Animal Caretaker II		16.96
99260 - Marketing Analyst		32.86
99310 - Mortician		30.39
99410 - Pest Controller		27.19
99510 - Photofinishing Worker		18.39
99710 - Recycling Laborer		31.87
99711 - Recycling Specialist		36.58
99730 - Refuse Collector		29.49
99810 - Sales Clerk		16.44
99820 - School Crossing Guard		20.78
99830 - Survey Party Chief		32.43
99831 - Surveying Aide		18.61
99832 - Surveying Technician		25.50
99840 - Vending Machine Attendant		19.31
99841 - Vending Machine Repairer		23.02
99842 - Vending Machine Repairer Helper		19.69

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: \$4.60 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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5563 Revision No.: 13 Date Of Last Revision: 07/21/2021
Daniel W. Simms Director	Division of Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Oregon Washington

Area: Oregon Counties of Clackamas Columbia Multnomah Washington Yamhill

Washington Counties of Clark Skamania

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.59
01012 - Accounting Clerk II		19.75
01013 - Accounting Clerk III		22.09
01020 - Administrative Assistant		30.46
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		15.49
01042 - Customer Service Representative II		16.90
01043 - Customer Service Representative III		18.97
01051 - Data Entry Operator I		16.51
01052 - Data Entry Operator II		17.98
01060 - Dispatcher Motor Vehicle		22.28
01070 - Document Preparation Clerk		19.14
01090 - Duplicating Machine Operator		19.14
01111 - General Clerk I		15.33
01112 - General Clerk II		16.73
01113 - General Clerk III		18.78
01120 - Housing Referral Assistant		21.86
01141 - Messenger Courier		18.97
01191 - Order Clerk I		17.07
01192 - Order Clerk II		18.63
01261 - Personnel Assistant (Employment) I		17.88
01262 - Personnel Assistant (Employment) II		19.99
01263 - Personnel Assistant (Employment) III		22.29
01270 - Production Control Clerk		24.42
01290 - Rental Clerk		15.98
01300 - Scheduler Maintenance		17.53
01311 - Secretary I		17.53

01312 - Secretary II	19.61
01313 - Secretary III	21.86
01320 - Service Order Dispatcher	19.92
01410 - Supply Technician	30.46
01420 - Survey Worker	21.21
01460 - Switchboard Operator/Receptionist	16.45
01531 - Travel Clerk I	17.88
01532 - Travel Clerk II	19.45
01533 - Travel Clerk III	20.93
01611 - Word Processor I	18.72
01612 - Word Processor II	21.02
01613 - Word Processor III	23.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.80
05010 - Automotive Electrician	22.54
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	17.64
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	17.47
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.17
07041 - Cook I	17.28
07042 - Cook II	19.64
07070 - Dishwasher	14.04
07130 - Food Service Worker	14.64
07210 - Meat Cutter	19.18
07260 - Waiter/Waitress	13.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.63
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.47
11060 - Elevator Operator	15.30
11090 - Gardener	22.46
11122 - Housekeeping Aide	15.30
11150 - Janitor	15.30
11210 - Laborer Grounds Maintenance	17.72
11240 - Maid or Houseman	14.53
11260 - Pruner	16.18
11270 - Tractor Operator	20.92
11330 - Trail Maintenance Worker	17.72
11360 - Window Cleaner	16.75
12000 - Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	25.22
12012 - Certified Occupational Therapist Assistant	30.67
12015 - Certified Physical Therapist Assistant	30.08
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	43.41
12030 - EKG Technician	40.66
12035 - Electroneurodiagnostic Technologist	40.66
12040 - Emergency Medical Technician	24.16

12071 - Licensed Practical Nurse I	22.55
12072 - Licensed Practical Nurse II	25.22
12073 - Licensed Practical Nurse III	28.12
12100 - Medical Assistant	21.15
12130 - Medical Laboratory Technician	30.87
12160 - Medical Record Clerk	22.65
12190 - Medical Record Technician	25.34
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	45.48
12221 - Nursing Assistant I	12.82
12222 - Nursing Assistant II	14.42
12223 - Nursing Assistant III	15.73
12224 - Nursing Assistant IV	17.66
12235 - Optical Dispenser	24.64
12236 - Optical Technician	18.76
12250 - Pharmacy Technician	21.18
12280 - Phlebotomist	19.75
12305 - Radiologic Technologist	38.78
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	31.25
12320 - Substance Abuse Treatment Counselor	28.32
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.08
13012 - Exhibits Specialist II	28.59
13013 - Exhibits Specialist III	34.97
13041 - Illustrator I	21.16
13042 - Illustrator II	26.22
13043 - Illustrator III	32.06
13047 - Librarian	33.55
13050 - Library Aide/Clerk	19.45
13054 - Library Information Technology Systems Administrator	30.29
13058 - Library Technician	21.90
13061 - Media Specialist I	21.86
13062 - Media Specialist II	24.35
13063 - Media Specialist III	27.26
13071 - Photographer I	17.66
13072 - Photographer II	19.76
13073 - Photographer III	24.47
13074 - Photographer IV	29.94
13075 - Photographer V	36.23
13090 - Technical Order Library Clerk	24.42
13110 - Video Teleconference Technician	22.94
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.27
14042 - Computer Operator II	20.44
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.31
14045 - Computer Operator V	28.04
14071 - Computer Programmer I	(see 1) 23.72
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	18.27
14160 - Personal Computer Support Technician	25.31
14170 - System Support Specialist	28.91
15000 - Instructional Occupations	

15010 - Aircrew Training Devices Instructor (Non-Rated)	33.05
15020 - Aircrew Training Devices Instructor (Rated)	39.99
15030 - Air Crew Training Devices Instructor (Pilot)	47.93
15050 - Computer Based Training Specialist / Instructor	33.05
15060 - Educational Technologist	43.19
15070 - Flight Instructor (Pilot)	47.93
15080 - Graphic Artist	27.75
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.93
15086 - Maintenance Test Pilot Rotary Wing	47.93
15088 - Non-Maintenance Test/Co-Pilot	47.93
15090 - Technical Instructor	25.78
15095 - Technical Instructor/Course Developer	31.54
15110 - Test Proctor	20.81
15120 - Tutor	20.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.22
16030 - Counter Attendant	15.22
16040 - Dry Cleaner	17.39
16070 - Finisher Flatwork Machine	15.22
16090 - Presser Hand	15.22
16110 - Presser Machine Drycleaning	15.22
16130 - Presser Machine Shirts	15.22
16160 - Presser Machine Wearing Apparel Laundry	15.22
16190 - Sewing Machine Operator	18.11
16220 - Tailor	18.83
16250 - Washer Machine	15.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.87
19040 - Tool And Die Maker	33.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.97
21030 - Material Coordinator	24.42
21040 - Material Expediter	24.42
21050 - Material Handling Laborer	16.63
21071 - Order Filler	16.56
21080 - Production Line Worker (Food Processing)	20.97
21110 - Shipping Packer	18.42
21130 - Shipping/Receiving Clerk	18.42
21140 - Store Worker I	14.85
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	20.97
21410 - Warehouse Specialist	20.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.88
23019 - Aircraft Logs and Records Technician	26.15
23021 - Aircraft Mechanic I	31.20
23022 - Aircraft Mechanic II	32.88
23023 - Aircraft Mechanic III	34.56
23040 - Aircraft Mechanic Helper	22.76
23050 - Aircraft Painter	29.52
23060 - Aircraft Servicer	26.15
23070 - Aircraft Survival Flight Equipment Technician	29.52
23080 - Aircraft Worker	27.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.20
23110 - Appliance Mechanic	20.17
23120 - Bicycle Repairer	15.12
23125 - Cable Splicer	48.15
23130 - Carpenter Maintenance	27.71
23140 - Carpet Layer	24.00
23160 - Electrician Maintenance	38.97
23181 - Electronics Technician Maintenance I	27.29
23182 - Electronics Technician Maintenance II	28.99

23183 - Electronics Technician Maintenance III	30.64
23260 - Fabric Worker	22.59
23290 - Fire Alarm System Mechanic	30.07
23310 - Fire Extinguisher Repairer	24.59
23311 - Fuel Distribution System Mechanic	31.76
23312 - Fuel Distribution System Operator	24.88
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	31.20
23381 - Ground Support Equipment Servicer	26.15
23382 - Ground Support Equipment Worker	27.81
23391 - Gunsmith I	24.59
23392 - Gunsmith II	27.95
23393 - Gunsmith III	31.39
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.84
23430 - Heavy Equipment Mechanic	30.36
23440 - Heavy Equipment Operator	30.93
23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	29.70
23470 - Laborer	16.63
23510 - Locksmith	20.06
23530 - Machinery Maintenance Mechanic	30.05
23550 - Machinist Maintenance	25.34
23580 - Maintenance Trades Helper	17.02
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	32.03
23593 - Metrology Technician III	33.66
23640 - Millwright	34.09
23710 - Office Appliance Repairer	20.89
23760 - Painter Maintenance	20.04
23790 - Pipefitter Maintenance	38.17
23810 - Plumber Maintenance	36.12
23820 - Pneudraulic Systems Mechanic	31.39
23850 - Rigger	31.21
23870 - Scale Mechanic	27.95
23890 - Sheet-Metal Worker Maintenance	30.24
23910 - Small Engine Mechanic	19.35
23931 - Telecommunications Mechanic I	30.86
23932 - Telecommunications Mechanic II	32.53
23950 - Telephone Lineman	28.13
23960 - Welder Combination Maintenance	24.02
23965 - Well Driller	29.77
23970 - Woodcraft Worker	31.39
23980 - Woodworker	24.59
24000 - Personal Needs Occupations	
24550 - Case Manager	18.94
24570 - Child Care Attendant	14.48
24580 - Child Care Center Clerk	18.05
24610 - Chore Aide	14.68
24620 - Family Readiness And Support Services Coordinator	18.94
24630 - Homemaker	18.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.30
25040 - Sewage Plant Operator	33.02
25070 - Stationary Engineer	35.30
25190 - Ventilation Equipment Tender	25.78
25210 - Water Treatment Plant Operator	33.02
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.43
27007 - Baggage Inspector	15.00
27008 - Corrections Officer	34.39
27010 - Court Security Officer	37.86

27030 - Detection Dog Handler	16.79
27040 - Detention Officer	34.39
27070 - Firefighter	41.34
27101 - Guard I	15.00
27102 - Guard II	16.79
27131 - Police Officer I	35.63
27132 - Police Officer II	39.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.26
28042 - Carnival Equipment Repairer	19.71
28043 - Carnival Worker	14.20
28210 - Gate Attendant/Gate Tender	20.49
28310 - Lifeguard	12.66
28350 - Park Attendant (Aide)	22.92
28510 - Recreation Aide/Health Facility Attendant	16.73
28515 - Recreation Specialist	28.40
28630 - Sports Official	18.25
28690 - Swimming Pool Operator	22.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.38
29020 - Hatch Tender	32.38
29030 - Line Handler	32.38
29041 - Stevedore I	30.48
29042 - Stevedore II	34.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.99
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.64
30021 - Archeological Technician I	18.60
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	25.78
30030 - Cartographic Technician	25.78
30040 - Civil Engineering Technician	34.41
30051 - Cryogenic Technician I	28.55
30052 - Cryogenic Technician II	31.53
30061 - Drafter/CAD Operator I	18.60
30062 - Drafter/CAD Operator II	20.81
30063 - Drafter/CAD Operator III	23.19
30064 - Drafter/CAD Operator IV	28.55
30081 - Engineering Technician I	16.52
30082 - Engineering Technician II	18.54
30083 - Engineering Technician III	20.74
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	38.03
30090 - Environmental Technician	30.04
30095 - Evidence Control Specialist	25.78
30210 - Laboratory Technician	21.24
30221 - Latent Fingerprint Technician I	34.18
30222 - Latent Fingerprint Technician II	37.75
30240 - Mathematical Technician	34.09
30361 - Paralegal/Legal Assistant I	19.02
30362 - Paralegal/Legal Assistant II	23.57
30363 - Paralegal/Legal Assistant III	28.82
30364 - Paralegal/Legal Assistant IV	34.87
30375 - Petroleum Supply Specialist	31.53
30390 - Photo-Optics Technician	25.78
30395 - Radiation Control Technician	31.53
30461 - Technical Writer I	26.02
30462 - Technical Writer II	31.83
30463 - Technical Writer III	38.50
30491 - Unexploded Ordnance (UXO) Technician I	27.32
30492 - Unexploded Ordnance (UXO) Technician II	33.06
30493 - Unexploded Ordnance (UXO) Technician III	39.62
30494 - Unexploded (UXO) Safety Escort	27.32

30495 - Unexploded (UX0) Sweep Personnel	27.32
30501 - Weather Forecaster I	28.55
30502 - Weather Forecaster II	34.72
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.19
30621 - Weather Observer Senior	(see 2) 25.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.06
31020 - Bus Aide	19.98
31030 - Bus Driver	27.10
31043 - Driver Courier	17.41
31260 - Parking and Lot Attendant	14.15
31290 - Shuttle Bus Driver	18.94
31310 - Taxi Driver	16.50
31361 - Truckdriver Light	18.70
31362 - Truckdriver Medium	20.00
31363 - Truckdriver Heavy	24.74
31364 - Truckdriver Tractor-Trailer	24.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.12
99030 - Cashier	14.15
99050 - Desk Clerk	14.06
99095 - Embalmer	29.76
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	16.53
99252 - Laboratory Animal Caretaker II	17.75
99260 - Marketing Analyst	32.89
99310 - Mortician	29.76
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	24.28
99710 - Recycling Laborer	27.44
99711 - Recycling Specialist	32.39
99730 - Refuse Collector	25.06
99810 - Sales Clerk	14.76
99820 - School Crossing Guard	16.40
99830 - Survey Party Chief	34.26
99831 - Surveying Aide	20.20
99832 - Surveying Technician	27.66
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	20.22
99842 - Vending Machine Repairer Helper	16.94

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: \$4.60 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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

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

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5543 Revision No.: 13 Date Of Last Revision: 07/21/2021
--	--

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington County of Yakima

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.80
01012 - Accounting Clerk II		17.74
01013 - Accounting Clerk III		19.86
01020 - Administrative Assistant		28.56
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		14.93
01042 - Customer Service Representative II		16.28
01043 - Customer Service Representative III		18.28
01051 - Data Entry Operator I		16.03
01052 - Data Entry Operator II		17.49
01060 - Dispatcher Motor Vehicle		21.84
01070 - Document Preparation Clerk		14.33
01090 - Duplicating Machine Operator		14.33
01111 - General Clerk I		14.31
01112 - General Clerk II		15.60
01113 - General Clerk III		17.52
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		15.03
01192 - Order Clerk II		16.41
01261 - Personnel Assistant (Employment) I		17.79
01262 - Personnel Assistant (Employment) II		19.91
01263 - Personnel Assistant (Employment) III		22.20
01270 - Production Control Clerk		26.54
01290 - Rental Clerk		15.02
01300 - Scheduler Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52

01320 - Service Order Dispatcher	20.17
01410 - Supply Technician	28.56
01420 - Survey Worker	18.00
01460 - Switchboard Operator/Receptionist	16.28
01531 - Travel Clerk I	15.07
01532 - Travel Clerk II	16.18
01533 - Travel Clerk III	17.41
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.49
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82
05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	16.47
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	16.84
07042 - Cook II	19.65
07070 - Dishwasher	13.88
07130 - Food Service Worker	13.96
07210 - Meat Cutter	18.07
07260 - Waiter/Waitress	13.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.42
11060 - Elevator Operator	16.39
11090 - Gardener	21.34
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	15.86
11240 - Maid or Houseman	14.05
11260 - Pruner	14.68
11270 - Tractor Operator	19.56
11330 - Trail Maintenance Worker	15.86
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	25.65
12011 - Breath Alcohol Technician	25.65
12012 - Certified Occupational Therapist Assistant	32.22
12015 - Certified Physical Therapist Assistant	33.23
12020 - Dental Assistant	18.92
12025 - Dental Hygienist	47.01
12030 - EKG Technician	35.59
12035 - Electroneurodiagnostic Technologist	35.59
12040 - Emergency Medical Technician	25.65
12071 - Licensed Practical Nurse I	22.92
12072 - Licensed Practical Nurse II	25.65

12073 - Licensed Practical Nurse III	28.60
12100 - Medical Assistant	17.85
12130 - Medical Laboratory Technician	28.36
12160 - Medical Record Clerk	17.44
12190 - Medical Record Technician	19.52
12195 - Medical Transcriptionist	22.92
12210 - Nuclear Medicine Technologist	56.36
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	20.18
12236 - Optical Technician	22.92
12250 - Pharmacy Technician	21.03
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	31.19
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	31.77
12320 - Substance Abuse Treatment Counselor	21.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.85
13012 - Exhibits Specialist II	28.30
13013 - Exhibits Specialist III	34.62
13041 - Illustrator I	22.85
13042 - Illustrator II	28.30
13043 - Illustrator III	34.62
13047 - Librarian	31.35
13050 - Library Aide/Clerk	18.19
13054 - Library Information Technology Systems Administrator	28.30
13058 - Library Technician	22.69
13061 - Media Specialist I	20.42
13062 - Media Specialist II	22.85
13063 - Media Specialist III	25.46
13071 - Photographer I	20.42
13072 - Photographer II	22.85
13073 - Photographer III	28.30
13074 - Photographer IV	34.62
13075 - Photographer V	41.88
13090 - Technical Order Library Clerk	20.77
13110 - Video Teleconference Technician	20.42
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.40
14042 - Computer Operator II	23.94
14043 - Computer Operator III	26.71
14044 - Computer Operator IV	29.68
14045 - Computer Operator V	32.86
14071 - Computer Programmer I	(see 1) 22.85
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	21.40
14160 - Personal Computer Support Technician	29.68
14170 - System Support Specialist	37.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04

15030 - Air Crew Training Devices Instructor (Pilot)	44.39
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	40.82
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	22.42
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.46
15086 - Maintenance Test Pilot Rotary Wing	41.46
15088 - Non-Maintenance Test/Co-Pilot	41.46
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course Developer	32.54
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	18.43
16030 - Counter Attendant	18.43
16040 - Dry Cleaner	21.06
16070 - Finisher Flatwork Machine	18.43
16090 - Presser Hand	18.43
16110 - Presser Machine Drycleaning	18.43
16130 - Presser Machine Shirts	18.43
16160 - Presser Machine Wearing Apparel Laundry	18.43
16190 - Sewing Machine Operator	21.92
16220 - Tailor	22.80
16250 - Washer Machine	19.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.00
19040 - Tool And Die Maker	31.43
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.34
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	14.72
21071 - Order Filler	16.28
21080 - Production Line Worker (Food Processing)	17.34
21110 - Shipping Packer	17.42
21130 - Shipping/Receiving Clerk	17.42
21140 - Store Worker I	14.47
21150 - Stock Clerk	18.35
21210 - Tools And Parts Attendant	17.34
21410 - Warehouse Specialist	17.34
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.08
23019 - Aircraft Logs and Records Technician	21.70
23021 - Aircraft Mechanic I	26.68
23022 - Aircraft Mechanic II	28.08
23023 - Aircraft Mechanic III	29.74
23040 - Aircraft Mechanic Helper	18.35
23050 - Aircraft Painter	25.00
23060 - Aircraft Servicer	21.70
23070 - Aircraft Survival Flight Equipment Technician	25.00
23080 - Aircraft Worker	23.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.68
23110 - Appliance Mechanic	25.00
23120 - Bicycle Repairer	20.01
23125 - Cable Splicer	42.29
23130 - Carpenter Maintenance	25.98
23140 - Carpet Layer	23.36
23160 - Electrician Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	21.70

23290 - Fire Alarm System Mechanic	26.68
23310 - Fire Extinguisher Repairer	20.01
23311 - Fuel Distribution System Mechanic	26.68
23312 - Fuel Distribution System Operator	20.01
23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment Mechanic	26.68
23381 - Ground Support Equipment Servicer	21.70
23382 - Ground Support Equipment Worker	23.36
23391 - Gunsmith I	20.01
23392 - Gunsmith II	23.36
23393 - Gunsmith III	26.68
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.72
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.91
23430 - Heavy Equipment Mechanic	26.07
23440 - Heavy Equipment Operator	26.41
23460 - Instrument Mechanic	26.68
23465 - Laboratory/Shelter Mechanic	25.00
23470 - Laborer	14.72
23510 - Locksmith	25.00
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist Maintenance	23.61
23580 - Maintenance Trades Helper	18.35
23591 - Metrology Technician I	26.68
23592 - Metrology Technician II	28.08
23593 - Metrology Technician III	29.74
23640 - Millwright	30.04
23710 - Office Appliance Repairer	25.00
23760 - Painter Maintenance	22.86
23790 - Pipefitter Maintenance	29.30
23810 - Plumber Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	26.68
23850 - Rigger	26.68
23870 - Scale Mechanic	23.36
23890 - Sheet-Metal Worker Maintenance	33.63
23910 - Small Engine Mechanic	22.03
23931 - Telecommunications Mechanic I	30.81
23932 - Telecommunications Mechanic II	32.42
23950 - Telephone Lineman	26.68
23960 - Welder Combination Maintenance	21.15
23965 - Well Driller	26.68
23970 - Woodcraft Worker	26.68
23980 - Woodworker	20.01
24000 - Personal Needs Occupations	
24550 - Case Manager	17.61
24570 - Child Care Attendant	13.46
24580 - Child Care Center Clerk	16.80
24610 - Chore Aide	14.98
24620 - Family Readiness And Support Services Coordinator	17.61
24630 - Homemaker	17.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	24.90
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	24.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.62
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	31.00
27010 - Court Security Officer	30.54
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	31.00

27070 - Firefighter	30.70
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	34.58
27132 - Police Officer II	38.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.28
28042 - Carnival Equipment Repairer	21.03
28043 - Carnival Worker	14.47
28210 - Gate Attendant/Gate Tender	18.65
28310 - Lifeguard	14.52
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.19
28515 - Recreation Specialist	25.78
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	24.55
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	16.70
30022 - Archeological Technician II	18.69
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	28.64
30051 - Cryogenic Technician I	25.63
30052 - Cryogenic Technician II	28.31
30061 - Drafter/CAD Operator I	16.70
30062 - Drafter/CAD Operator II	18.69
30063 - Drafter/CAD Operator III	20.83
30064 - Drafter/CAD Operator IV	25.63
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	23.15
30095 - Evidence Control Specialist	23.15
30210 - Laboratory Technician	23.90
30221 - Latent Fingerprint Technician I	25.63
30222 - Latent Fingerprint Technician II	28.31
30240 - Mathematical Technician	23.15
30361 - Paralegal/Legal Assistant I	19.44
30362 - Paralegal/Legal Assistant II	24.08
30363 - Paralegal/Legal Assistant III	29.45
30364 - Paralegal/Legal Assistant IV	35.64
30375 - Petroleum Supply Specialist	28.31
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	28.31
30461 - Technical Writer I	23.15
30462 - Technical Writer II	28.31
30463 - Technical Writer III	34.26
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	25.63

30502 - Weather Forecaster II		31.18
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	20.83
30621 - Weather Observer Senior	(see 2)	22.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.73
31030 - Bus Driver		21.48
31043 - Driver Courier		16.35
31260 - Parking and Lot Attendant		13.34
31290 - Shuttle Bus Driver		18.82
31310 - Taxi Driver		14.74
31361 - Truckdriver Light		17.84
31362 - Truckdriver Medium		19.34
31363 - Truckdriver Heavy		23.12
31364 - Truckdriver Tractor-Trailer		23.12
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		14.07
99050 - Desk Clerk		14.20
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		14.73
99252 - Laboratory Animal Caretaker II		16.07
99260 - Marketing Analyst		25.20
99310 - Mortician		25.60
99410 - Pest Controller		23.94
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		23.76
99711 - Recycling Specialist		29.02
99730 - Refuse Collector		21.21
99810 - Sales Clerk		15.34
99820 - School Crossing Guard		15.19
99830 - Survey Party Chief		23.63
99831 - Surveying Aide		14.85
99832 - Surveying Technician		20.32
99840 - Vending Machine Attendant		20.24
99841 - Vending Machine Repairer		25.77
99842 - Vending Machine Repairer Helper		20.24

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: \$4.60 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

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

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

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

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

01311 - Secretary I	15.82
01312 - Secretary II	17.70
01313 - Secretary III	19.74
01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	28.20
01420 - Survey Worker	18.20
01460 - Switchboard Operator/Receptionist	15.19
01531 - Travel Clerk I	15.09
01532 - Travel Clerk II	16.32
01533 - Travel Clerk III	17.56
01611 - Word Processor I	14.09
01612 - Word Processor II	15.82
01613 - Word Processor III	17.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.42
05010 - Automotive Electrician	19.24
05040 - Automotive Glass Installer	18.18
05070 - Automotive Worker	18.18
05110 - Mobile Equipment Servicer	15.94
05130 - Motor Equipment Metal Mechanic	20.30
05160 - Motor Equipment Metal Worker	18.18
05190 - Motor Vehicle Mechanic	20.30
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	17.06
05280 - Motor Vehicle Wrecker	18.18
05310 - Painter Automotive	19.24
05340 - Radiator Repair Specialist	18.18
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	20.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	14.04
07042 - Cook II	16.02
07070 - Dishwasher	12.45
07130 - Food Service Worker	13.04
07210 - Meat Cutter	18.14
07260 - Waiter/Waitress	12.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.18
09040 - Furniture Handler	12.38
09080 - Furniture Refinisher	18.68
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer Minor	16.56
09130 - Upholsterer	17.55
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.01
11060 - Elevator Operator	14.23
11090 - Gardener	18.63
11122 - Housekeeping Aide	14.23
11150 - Janitor	14.23
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.54
11260 - Pruner	13.65
11270 - Tractor Operator	17.42
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	15.49
12000 - Health Occupations	
12010 - Ambulance Driver	22.86
12011 - Breath Alcohol Technician	22.86
12012 - Certified Occupational Therapist Assistant	31.81
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	21.70
12025 - Dental Hygienist	43.13
12030 - EKG Technician	39.98
12035 - Electroneurodiagnostic Technologist	39.98

12040 - Emergency Medical Technician		22.86
12071 - Licensed Practical Nurse I		20.72
12072 - Licensed Practical Nurse II		23.19
12073 - Licensed Practical Nurse III		25.85
12100 - Medical Assistant		18.71
12130 - Medical Laboratory Technician		26.18
12160 - Medical Record Clerk		18.38
12190 - Medical Record Technician		20.57
12195 - Medical Transcriptionist		22.04
12210 - Nuclear Medicine Technologist		50.95
12221 - Nursing Assistant I		12.13
12222 - Nursing Assistant II		13.64
12223 - Nursing Assistant III		14.88
12224 - Nursing Assistant IV		16.70
12235 - Optical Dispenser		17.68
12236 - Optical Technician		20.72
12250 - Pharmacy Technician		19.50
12280 - Phlebotomist		17.75
12305 - Radiologic Technologist		34.73
12311 - Registered Nurse I		24.36
12312 - Registered Nurse II		29.80
12313 - Registered Nurse II Specialist		29.80
12314 - Registered Nurse III		41.15
12315 - Registered Nurse III Anesthetist		41.15
12316 - Registered Nurse IV		43.21
12317 - Scheduler (Drug and Alcohol Testing)		28.31
12320 - Substance Abuse Treatment Counselor		22.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.40
13012 - Exhibits Specialist II		26.52
13013 - Exhibits Specialist III		32.44
13041 - Illustrator I		19.45
13042 - Illustrator II		24.11
13043 - Illustrator III		29.49
13047 - Librarian		29.36
13050 - Library Aide/Clerk		16.02
13054 - Library Information Technology Systems Administrator		26.51
13058 - Library Technician		19.74
13061 - Media Specialist I		19.13
13062 - Media Specialist II		21.40
13063 - Media Specialist III		23.87
13071 - Photographer I		17.96
13072 - Photographer II		20.10
13073 - Photographer III		24.89
13074 - Photographer IV		29.74
13075 - Photographer V		36.01
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.61
14042 - Computer Operator II		18.59
14043 - Computer Operator III		20.72
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.50
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	27.25
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		16.61
14160 - Personal Computer Support Technician		25.15
14170 - System Support Specialist		28.53

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.92
15020 - Aircrew Training Devices Instructor (Rated)	34.98
15030 - Air Crew Training Devices Instructor (Pilot)	41.93
15050 - Computer Based Training Specialist / Instructor	28.92
15060 - Educational Technologist	34.16
15070 - Flight Instructor (Pilot)	41.93
15080 - Graphic Artist	22.84
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.93
15086 - Maintenance Test Pilot Rotary Wing	41.93
15088 - Non-Maintenance Test/Co-Pilot	41.93
15090 - Technical Instructor	22.43
15095 - Technical Instructor/Course Developer	27.69
15110 - Test Proctor	18.27
15120 - Tutor	18.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.63
16030 - Counter Attendant	14.63
16040 - Dry Cleaner	16.73
16070 - Finisher Flatwork Machine	14.63
16090 - Presser Hand	14.63
16110 - Presser Machine Drycleaning	14.63
16130 - Presser Machine Shirts	14.63
16160 - Presser Machine Wearing Apparel Laundry	14.63
16190 - Sewing Machine Operator	17.43
16220 - Tailor	18.13
16250 - Washer Machine	15.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.76
19040 - Tool And Die Maker	29.00
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.16
21030 - Material Coordinator	19.36
21040 - Material Expediter	19.36
21050 - Material Handling Laborer	15.36
21071 - Order Filler	14.31
21080 - Production Line Worker (Food Processing)	19.16
21110 - Shipping Packer	16.07
21130 - Shipping/Receiving Clerk	16.07
21140 - Store Worker I	13.93
21150 - Stock Clerk	18.12
21210 - Tools And Parts Attendant	19.16
21410 - Warehouse Specialist	19.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.45
23019 - Aircraft Logs and Records Technician	24.33
23021 - Aircraft Mechanic I	28.96
23022 - Aircraft Mechanic II	30.45
23023 - Aircraft Mechanic III	31.98
23040 - Aircraft Mechanic Helper	21.26
23050 - Aircraft Painter	27.45
23060 - Aircraft Servicer	24.33
23070 - Aircraft Survival Flight Equipment Technician	27.45
23080 - Aircraft Worker	25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.96
23110 - Appliance Mechanic	23.30
23120 - Bicycle Repairer	18.40
23125 - Cable Splicer	25.10
23130 - Carpenter Maintenance	22.27
23140 - Carpet Layer	22.48
23160 - Electrician Maintenance	29.08
23181 - Electronics Technician Maintenance I	23.66

23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	21.09
23290 - Fire Alarm System Mechanic	25.10
23310 - Fire Extinguisher Repairer	19.71
23311 - Fuel Distribution System Mechanic	25.42
23312 - Fuel Distribution System Operator	19.96
23370 - General Maintenance Worker	16.80
23380 - Ground Support Equipment Mechanic	28.96
23381 - Ground Support Equipment Servicer	24.33
23382 - Ground Support Equipment Worker	25.94
23391 - Gunsmith I	19.71
23392 - Gunsmith II	22.48
23393 - Gunsmith III	25.10
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.73
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	24.85
23460 - Instrument Mechanic	25.10
23465 - Laboratory/Shelter Mechanic	23.79
23470 - Laborer	14.65
23510 - Locksmith	23.79
23530 - Machinery Maintenance Mechanic	26.11
23550 - Machinist Maintenance	22.78
23580 - Maintenance Trades Helper	13.73
23591 - Metrology Technician I	25.10
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.71
23640 - Millwright	25.10
23710 - Office Appliance Repairer	21.89
23760 - Painter Maintenance	17.14
23790 - Pipefitter Maintenance	36.95
23810 - Plumber Maintenance	34.43
23820 - Pneudraulic Systems Mechanic	25.10
23850 - Rigger	25.10
23870 - Scale Mechanic	22.48
23890 - Sheet-Metal Worker Maintenance	25.10
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic I	31.21
23932 - Telecommunications Mechanic II	32.81
23950 - Telephone Lineman	25.10
23960 - Welder Combination Maintenance	19.10
23965 - Well Driller	25.10
23970 - Woodcraft Worker	25.10
23980 - Woodworker	19.71
24000 - Personal Needs Occupations	
24550 - Case Manager	18.48
24570 - Child Care Attendant	12.13
24580 - Child Care Center Clerk	15.13
24610 - Chore Aide	13.43
24620 - Family Readiness And Support Services Coordinator	18.48
24630 - Homemaker	18.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	29.79
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	18.29
25210 - Water Treatment Plant Operator	29.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.86
27007 - Baggage Inspector	14.37
27008 - Corrections Officer	29.62

27010 - Court Security Officer	29.62
27030 - Detection Dog Handler	16.08
27040 - Detention Officer	29.62
27070 - Firefighter	29.62
27101 - Guard I	14.37
27102 - Guard II	16.08
27131 - Police Officer I	33.24
27132 - Police Officer II	36.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.13
28042 - Carnival Equipment Repairer	16.18
28043 - Carnival Worker	11.85
28210 - Gate Attendant/Gate Tender	15.59
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	17.44
28510 - Recreation Aide/Health Facility Attendant	12.73
28515 - Recreation Specialist	21.60
28630 - Sports Official	13.89
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.48
29020 - Hatch Tender	22.48
29030 - Line Handler	22.48
29041 - Stevedore I	21.09
29042 - Stevedore II	23.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	17.07
30022 - Archeological Technician II	19.10
30023 - Archeological Technician III	23.65
30030 - Cartographic Technician	23.65
30040 - Civil Engineering Technician	28.84
30051 - Cryogenic Technician I	24.23
30052 - Cryogenic Technician II	26.76
30061 - Drafter/CAD Operator I	17.07
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.29
30064 - Drafter/CAD Operator IV	26.20
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	23.65
30095 - Evidence Control Specialist	21.87
30210 - Laboratory Technician	21.01
30221 - Latent Fingerprint Technician I	24.23
30222 - Latent Fingerprint Technician II	26.76
30240 - Mathematical Technician	23.65
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	26.76
30390 - Photo-Optics Technician	23.65
30395 - Radiation Control Technician	26.76
30461 - Technical Writer I	21.87
30462 - Technical Writer II	26.76
30463 - Technical Writer III	32.37
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76

30494 - Unexploded (UX0) Safety Escort	25.35
30495 - Unexploded (UX0) Sweep Personnel	25.35
30501 - Weather Forecaster I	26.20
30502 - Weather Forecaster II	31.87
30620 - Weather Observer Combined Upper Air Or	(see 2) 21.29
Surface Programs	
30621 - Weather Observer Senior	(see 2) 23.65
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	15.58
31030 - Bus Driver	20.92
31043 - Driver Courier	15.26
31260 - Parking and Lot Attendant	14.32
31290 - Shuttle Bus Driver	16.32
31310 - Taxi Driver	13.94
31361 - Truckdriver Light	16.32
31362 - Truckdriver Medium	17.47
31363 - Truckdriver Heavy	22.30
31364 - Truckdriver Tractor-Trailer	22.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	12.01
99050 - Desk Clerk	12.55
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	15.11
99252 - Laboratory Animal Caretaker II	16.16
99260 - Marketing Analyst	25.72
99310 - Mortician	25.35
99410 - Pest Controller	22.41
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.96
99711 - Recycling Specialist	24.39
99730 - Refuse Collector	19.25
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	19.58
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.58

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

ordnance explosives and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day

of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

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

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

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

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

classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

2. AMENDMENT/MODIFICATION NO. P00029	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
---	------------------------------------	----------------------------------	--------------------------------

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
--	----------------	---	-----------------

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
		10B. DATED (SEE ITEM 13) 09/24/2015
CODE 6127064650000	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).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) FAR 52.243-1 Changes-Fixed-Price

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

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
DUNS Number: 612706465
COR POC: [REDACTED] 253-779-[REDACTED]
[REDACTED]@ice.dhs.gov
A-COR POC: [REDACTED] 509-574-[REDACTED]
[REDACTED]@ice.dhs.gov
WebView POC: [REDACTED] 206-277-[REDACTED]
[REDACTED]@ice.dhs.gov
Alternate WebView POC: [REDACTED] 206-277-[REDACTED]
Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) [REDACTED] Executive Vice President	15C. DATE SIGNED 10/27/2021
OR <small>Digitally signed by [REDACTED], DN: cn=[REDACTED], o=[REDACTED], ou=[REDACTED], email=[REDACTED], c=US, serial=[REDACTED], version=3</small> [REDACTED] (person authorized to sign)	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00029

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>[REDACTED]@ice.dhs.gov</p> <p>Contracting Officer: [REDACTED] 202-805-[REDACTED] [REDACTED]@ice.dhs.gov</p> <p>Contract Specialist: [REDACTED] 202-732-[REDACTED] [REDACTED]@ice.dhs.gov</p> <p>The purpose of this modification is to implement Executive Order 14042 by adding FAR 52.223-99 (OCT 2021) (DEVIATION). This requirement shall be applicable to all subcontractors/teaming partners, if any, and all active and future orders.</p> <p>Attachment: Attachment 1 Period of Performance: 09/28/2020 to 09/27/2025</p>				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT D CODE	PAGE OF PAGES 1 3
2. AMENDMENT/MODIFICATION NO. P00030	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC [REDACTED]	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 [REDACTED]	CODE ICE/DCR
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE 6127064650000 FACILITY CODE			9B. DATED (SEE ITEM 11)
		x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
			10B. DATED (SEE ITEM 13) 09/24/2015

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)

Funding will be added by issuance of Task Order

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) FAR 52.243-1 Changes-Fixed-Price

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

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

DUNS Number: 612706465

COR POC: [REDACTED] 253-779-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov

Program POC: [REDACTED] 509-574-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov

WebView POC: [REDACTED] 206-277-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov

Alternate WebView POC: [REDACTED] 206-277-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov

Contracting Officer: [REDACTED] 949-943-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov

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)

Executive Vice President

R

is signed by Amber D. Mar in
for Amber D. Martin on The GEO Group on
amended/propose.com. © US
2021 11 30 09:45:35 05:07
n authorized to sign)

15C. DATE SIGNED

11/30/2021

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00030

PAGE OF
2 3

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Contract Specialist: [REDACTED] 202-732-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov</p> <p>The purpose of this modification is to add Contract Line Item Numbers (CLINs) 5007, Supplementary Healthy Snack Kit Options. LIST OF CHANGES: Reason for Modification: Other Administrative Action Amount for this Modification: \$0.00</p> <p>Discount Terms: Net 30 Period of Performance: 09/28/2020 to 09/27/2025</p> <p>Add Item 5007 as follows:</p>				
5007	<p>Supplementary Healthy Snack Options Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Add Item 5007A as follows:</p>		EA	0.00	0.00
5007A	<p>Supplementary Healthy Snacks Option A - Snack Kits at [REDACTED] per snack, includes 5 items:</p> <p>(1) Keefe, Fresh Catch Mackerel, Item 4385 (1) Keefe, Keebler Club Crackers, 5.25 Oz, Item 80000896 (1) Keefe, Bushy Creek Summer Sausage Hot & Spicy, 1.625 Oz, Item 80001716 (1) Keefe, Moon Lodge Peanuts, Roasted & Salted, 1.75 Oz, Item 7550 (1) Keefe, Squeezum Peanut Butter Squeeze, 2 Oz, Item 80003920 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>Add Item 5007B as follows:</p>		EA	[REDACTED]	0.00
5007B	<p>Supplementary Healthy Snacks Option B - Snack Kits at [REDACTED] per snack, includes 9 items:</p> <p>(1) Keefe, Fresh Catch Mackerel, Item 4385 (1) Keefe, Keebler Club Crackers, 5.25 Oz, Item 80000896 Continued ...</p>		EA	[REDACTED]	0.00

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00030

PAGE OF
3 3

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>(1) Keefe, Bushy Creek Summer Sausage Hot & Spicy, 1.625 Oz, Item 80001716</p> <p>(1) Keefe, Gen Pretzels, Small Bag, 1.5 Oz, Item 2015</p> <p>(1) Keefe, Moon Lodge Popcorn Caramel, 3.53 Oz, Item 7758</p> <p>(1) Keefe, King Nut Snack Mix, Student Mix, 3.75 Oz, Item 80003372</p> <p>(1) Keefe, Trails Best Beef Stick, Beef & Cheese, 1 Oz, Item 80008893</p> <p>(1) Keefe, Moon Lodge Peanuts, Roasted & Salted, 1.75 Oz, Item 7550</p> <p>(1) Keefe, Sqeezum Peanut Butter Squeeze, 2 Oz, Item 80003920</p> <p>Product/Service Code: S206</p> <p>Product/Service Description: HOUSEKEEPING- GUARD</p> <p>This bilateral modification does not obligate funds. There are no funds associated with the IDIQ.</p> <p>All funding continues to be obligated at the Task Order level.</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p>				

2. AMENDMENT/MODIFICATION NO. P00031	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
---	------------------------------------	----------------------------------	--------------------------------

6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC [REDACTED]	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 [REDACTED]	CODE ICE/DCR
---	----------------	--	-----------------

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
		10B. DATED (SEE ITEM 13) 09/24/2015

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

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

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

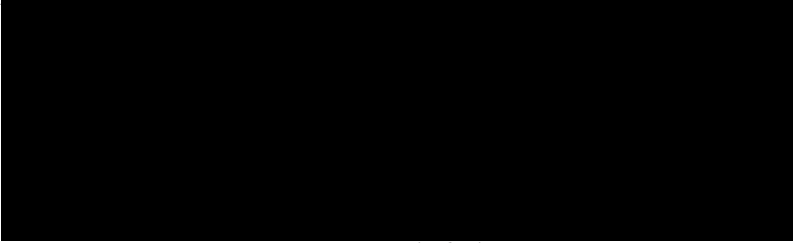
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

DUNS Number: 612706465
COR POC: [REDACTED] 253-779-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov
Program POC: [REDACTED] 509-574-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov
WebView POC: [REDACTED] 206-277-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov
Alternate WebView POC: [REDACTED] 206-277-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov
Contracting Officer: [REDACTED] 949-943-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov

Continued ...

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

SIGNER (Type or print) Executive Vice President	15C. DATE SIGNED
<small>FOR</small> <small>Digitally signed by Amber D. Martin</small> <small>DN: cn=Amber D. Martin, o=The GEO Group Inc,</small> <small>email=amartin@gcgroup.com, c=US</small> <small>date: 2021.12.15 16:11:51 -0500</small> <small>Person authorized to sign</small>	12/15/2021



CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00031

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Contract Specialist: [REDACTED] 202-732-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov</p> <p>The purpose of this modification is to add the revised Staffing Plans.</p> <p>Attachments: Attachment 1 - Staffing Plans 394 Incremental (no change) Attachment 2 - Staffing Plans 1575 Combined (FS Adjustment) Attachment 3 - Staffing Plans 1181 with notes (FS Adjustment) Attachment 4 - Staffing Plans Transport (no change)</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action</p> <p>Period of Performance: 09/28/2020 to 09/27/2025 This bilateral modification does not obligate funds. There are no funds associated with the IDIQ. All funding continues to be obligated at the Task Order level.</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p>				

2. AMENDMENT/MODIFICATION NO. P00032	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
---	------------------------------------	---	--------------------------------

6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, [REDACTED] WASHINGTON DC [REDACTED]	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 [REDACTED]
---	--

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	10A. MODIFICATION OF CONTRACT/ORDER NO. x HSCEDM-15-D-00015
	10B. DATED (SEE ITEM 13) 09/24/2015

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. FA LURE 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)
All funding continues to be obligated at the task order level

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Bilateral Modification / FAR 52.222-43 Fair Labor Standards Act and Service Contract Act-Price Adjustment

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

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

DUNS Number: 612706465
COR POC: [REDACTED] 253-779-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov
Program POC: [REDACTED] 509-574-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov
WebView POC: [REDACTED] 206-277-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov
Alternate WebView POC: [REDACTED] 206-277-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov
Contracting Officer: [REDACTED] 949-943-[REDACTED], e-mail at [REDACTED]@ice.dhs.gov

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.

SIGNER (Type or print) Executive Vice President OR <small>Digitally signed by Amber D. Martin DN: cn=Amber D. Martin, o=The GEO Group, ou=US email=amartin@gcgroup.com, c=US Date: 2021.12.22 09:34:37 -0500</small> _____ (on authorized to sign)	15C. DATE SIGNED 12/22/2021
---	---------------------------------------

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00032

PAGE OF
2 4

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The purpose of this bilateral modification is to change rates in accordance with FAR 52.222-43 for the Northwest ICE Detention Center are as follows:</p> <ol style="list-style-type: none"> 1) To change Guaranteed Minimum [REDACTED] Bed Day Rate 2) To change Above [REDACTED] Bed Day Rate 3) To change Transportation Fixed Monthly Rate 4) To change Remote Post and Other Destination Hourly Rate 5) To change Transportation Fixed Monthly Rate (Vehicles for Yakima, WA) <p>Rate changes effective date, see below CLINs.</p> <p>Discount Terms: Net 30</p> <p>Period of Performance: 09/28/2020 to 09/27/2025</p> <p>Change Item 5001A to read as follows (amount shown is the total amount):</p>				
5001A	<p>Detention Bed Days, Guaranteed Minimum Beds, [REDACTED] Beds/Day. ([REDACTED] days = [REDACTED]). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Ordering Period: 09/28/2021-09/27/2025 Annual Rate 09/28/2021-09/27/2022: Unit Price [REDACTED]/DA; NTE [REDACTED] Annual Rate 09/28/2022-09/27/2023: Unit Price [REDACTED]/DA; NTE [REDACTED] Annual Rate 09/28/2023-09/27/2024: Unit Price [REDACTED]/DA; NTE [REDACTED] Annual Rate 09/28/2024-09/27/2025: Unit Price [REDACTED]/DA; NTE [REDACTED]</p> <p>TOTAL CLIN NTE AMOUNT: [REDACTED]</p> <p>Change Item 5001B to read as follows (amount shown is the total amount):</p>				0.00
5001B	<p>Detention Bed Days, Above Guaranteed Minimum, Beds of [REDACTED]. ([REDACTED] = [REDACTED]). Unit of Issue DA is equivalent to Bed-Day.</p> <p>Ordering Period: 09/28/2021-09/27/2025 Annual Rate 09/28/2021-09/27/2022: Unit Price [REDACTED]/DA; NTE [REDACTED] Annual Rate 09/28/2022-09/27/2023: Unit Price [REDACTED] Continued ...</p>				0.00

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00032

PAGE OF
3 4

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>[REDACTED] /DA; NTE [REDACTED] Annual Rate 09/28/2023-09/27/2024: Unit Price [REDACTED] [REDACTED] /DA; NTE [REDACTED] Annual Rate 09/28/2024-09/27/2025: Unit Price [REDACTED] [REDACTED] /DA; NTE [REDACTED] TOTAL CLIN NTE AMOUNT: [REDACTED] Change Item 5002A to read as follows (amount shown is the total amount): 5002A Transportation Fixed Flat Rate for Twenty [REDACTED] Vehicles. Unit of Issue MO is equivalent to [REDACTED] Month. The vehicles are: 1. [REDACTED] Bus 2. [REDACTED] Transporters 3. [REDACTED] Utility Vehicle 4. [REDACTED] ADA Van 5. [REDACTED] Van Unit of Issue MO is equivalent to Month. . Ordering Period: 09/28/2021-09/27/2025 Annual Rate 09/28/2021-09/27/2022: Unit Price [REDACTED] [REDACTED] /MO; NTE [REDACTED] 2 Annual Rate 09/28/2022-09/27/2023: Unit Price [REDACTED] [REDACTED] /MO; NTE [REDACTED] Annual Rate 09/28/2023-09/27/2024: Unit Price [REDACTED] [REDACTED] /MO; NTE [REDACTED] Annual Rate 09/28/2024-09/27/2025: Unit Price [REDACTED] [REDACTED] /MO; NTE [REDACTED] TOTAL CLIN NTE AMOUNT: [REDACTED] Change Item 5002E to read as follows (amount shown is the total amount):</p>				[REDACTED]
5002E	<p>Remote Post and Other Destinations. Remote Post and Other Destinations must be pre-approved by the Government and tracked by the Contractor (including name of approver, hours approved and date of approval). Hours not used in any annual (12-month) period will not roll over to the next annual (12-month) period. The contractor shall not exceed the amount shown without prior approval by the Contracting Officer. Continued ...</p>				[REDACTED]

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00032

PAGE OF
4 4

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
5002F	<p>The NTE hours is [REDACTED] year at [REDACTED] /hourly rate; [REDACTED] /YR. Ordering Period: 09/28/2021-09/27/2025 Annual NTE Amount: [REDACTED]</p> <p>TOTAL CLIN NTE AMOUNT: [REDACTED]</p> <p>Change Item 5002F to read as follows (amount shown is the total amount):</p> <p>Transportation Fixed and Flat Rate including vehicles for Yakima Washington. Unit of Issue MO is equivalent to month.</p> <p>Yakima, Washington: [REDACTED] Van and [REDACTED] Transporter</p> <p>Unit of Issue MO is equivalent to Month.</p> <p>Ordering Period: 09/28/2021-09/27/2025 Annual Rate 09/28/2021-09/27/2022: Unit Price [REDACTED] /MO; NTE [REDACTED] Annual Rate 09/28/2022-09/27/2023: Unit Price [REDACTED] /MO; NTE [REDACTED] Annual Rate 09/28/2023-09/27/2024: Unit Price [REDACTED] /MO; NTE [REDACTED] Annual Rate 09/28/2024-09/27/2025: Unit Price [REDACTED] /MO; NTE [REDACTED]</p> <p>TOTAL CLIN NTE AMOUNT: [REDACTED]</p> <p>This bilateral modification does not obligate funds. There are no funds associated with the IDIQ.</p> <p>All funding continues to be obligated at the Task Order level.</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p>				[REDACTED]

2. AMENDMENT/MODIFICATION NO. P00033	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
---	------------------------------------	----------------------------------	--------------------------------

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
--	----------------	---	-----------------

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
		10B. DATED (SEE ITEM 13) 09/24/2015

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

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

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

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

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

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: 612706465
 Program Office (PO) Point of Contact (POC): [REDACTED] 253-779-[REDACTED]
 [REDACTED]@ice.dhs.gov
 Alternate (Alt) PO POC: [REDACTED] 509-574-[REDACTED]
 [REDACTED]@ice.dhs.gov
 Alt PO POC/WebView POC: [REDACTED] 206-227-[REDACTED]
 [REDACTED]@ice.dhs.gov
 Alt PO POC/WebView POC: [REDACTED] 206-277-[REDACTED]
 Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	[REDACTED]
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED
_____ (Signature of person authorized to sign)	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00033

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
5008	<p>██████████@ice.dhs.gov</p> <p>Alt WebView POC: ██████████ 206-277-██████████ ██████████@ice.dhs.gov</p> <p>Alt WebView POC: ██████████ 206-277-██████████ ██████████@ice.dhs.gov</p> <p>Contracting Officer: ██████████ 949-943-██████████ ██████████@ice.dhs.gov</p> <p>Contract Specialist: ██████████ 202-731-██████████ ██████████@ice.dhs.gov</p> <p>The purpose of this modification is to take the following actions:</p> <p>1) Remove/Change "COR" with POC and update the contact details for the Program Office Points of Contact and WebView Points of Contact.</p> <p>2) Add Contract Line Item Number (CLIN) 5008 - Other Direct Costs (ODC) Reimbursement.</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00</p> <p>Period of Performance: 09/28/2020 to 09/27/2025</p> <p>Add Item 5008 as follows:</p> <p>OTHER DIRECT COSTS (ODC) REIMBURSEMENT -- ██████████</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>This unilateral modification does not obligate funds. There are no funds associated with the IDIQ.</p> <p>All funding continues to be obligated at the Task Order level.</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p>				0.00

2. AMENDMENT/MODIFICATION NO. P00034	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
---	------------------------------------	----------------------------------	--------------------------------

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
--	----------------	---	-----------------

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	(x)	9A. AMENDMENT OF SOLICITATION NO.
		9B. DATED (SEE ITEM 11)
	x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
		10B. DATED (SEE ITEM 13) 09/24/2015

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. **FA LURE 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. ACCOUNT NG 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.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIF ED TO REFLECT THE ADM NISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH N ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)

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: 612706465
 Program Office (PO) Point of Contact (POC): [REDACTED] 253-779-[REDACTED]
 [REDACTED]@ice.dhs.gov
 Alternate (Alt) PO POC: [REDACTED] 509-574-[REDACTED]
 [REDACTED]@ice.dhs.gov
 Alt PO POC/WebView POC: [REDACTED] 206-227-[REDACTED]
 [REDACTED]@ice.dhs.gov
 Alt PO POC/WebView POC: [REDACTED] 206-277-[REDACTED]
 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	15C. DATE SIGNED
_____ (Signature of person authorized to sign)	

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00034

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
5008	<p>██████████@ice.dhs.gov</p> <p>Alt WebView POC: ██████████ 206-277-██████████ ██████████@ice.dhs.gov</p> <p>Alt WebView POC: ██████████ 206-277-██████████ ██████████@ice.dhs.gov</p> <p>Contracting Officer: ██████████ 949-943-██████████ ██████████@ice.dhs.gov</p> <p>Contract Specialist: ██████████. 949-315-██████████ ██████████@ice.dhs.gov</p> <p>This administrative modification is issued to correct P00033 CLIN 5008 - Other Direct Costs (ODC) to allow on Delivery/Task Order in the ICE Procurement System.</p> <p>There is no requisition associated with this modification. All funding continues to be obligated at the task order level. There are no contract changes made.</p> <p>.</p> <p>.</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00</p> <p>.</p> <p>Discount Terms: Net 30 Period of Performance: 09/28/2020 to 09/27/2025</p> <p>Change Item 5008 to read as follows (amount shown is the total amount):</p> <p>OTHER DIRECT COSTS (ODC) REIMBURSEMENT -- ██████████</p> <p>Obligated Amount: \$0.00 Product/Service Code: S206 Product/Service Description: HOUSEKEEPING- GUARD</p> <p>.</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p>				0.00

2. AMENDMENT/MODIFICATION NO. P00035	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. n/a	5. PROJECT NO. (If applicable)
---	------------------------------------	---	--------------------------------

6. ISSUED BY 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) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205
--	---

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	9A. AMENDMENT OF SOLICITATION NO. 9B. DATED (SEE ITEM 11) 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015 10B. DATED (SEE ITEM 13) 09/24/2015
--	--

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.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	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: 612706465
 Program Office (PO) Point of Contact (POC): [REDACTED] 253-779-[REDACTED]
 [REDACTED]@ice.dhs.gov
 Alternate (Alt) PO POC: [REDACTED] 509-574-[REDACTED]
 [REDACTED]@ice.dhs.gov
 Alt PO POC/WebView POC: [REDACTED] 206-227-[REDACTED]
 [REDACTED]@ice.dhs.gov
 Alt PO POC/WebView POC: [REDACTED] 206-277-[REDACTED]
 Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	
15B. CONTRACTOR/OFFEROR _____ (Signature of person authorized to sign)	15C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00035

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>[REDACTED]@ice.dhs.gov</p> <p>Alt WebView POC: [REDACTED] 206-277-[REDACTED] [REDACTED]@ice.dhs.gov</p> <p>Alt WebView POC: [REDACTED] 206-277-[REDACTED] [REDACTED]@ice.dhs.gov</p> <p>Contracting Officer: [REDACTED] 949-943-[REDACTED] [REDACTED]@ice.dhs.gov</p> <p>Contract Specialist: [REDACTED]. 949-315-[REDACTED]@ice.dhs.gov</p> <p>This is a no cost administrative modification to incorporate Wage Determination No.: CBA-2022-206, Northwest ICE Processing Center Facility Collective Bargaining Agreement between GEO Corrections Holdings, Inc. (GEO) and United Government Security Officers of America International Union, and its Local #883 (UGSOA) Effective Dates: October 25, 2019 -October 24, 2022.</p> <p>There is no requisition associated with this modification. All funding continues to be obligated at the task order level. There are no contract changes made.</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00</p> <p>Period of Performance: 09/28/2020 to 09/27/2025</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p>				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT D CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. P00036	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. n/a	5. PROJECT NO. (If applicable)
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
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE JMLKZZ1NL2Z6			9B. DATED (SEE ITEM 11)
FACILITY CODE		x	10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
			10B. DATED (SEE ITEM 13) 09/24/2015

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. FA LURE 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)
N/A

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

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

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

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

DUNS Number: 612706465

Program Office (PO) Point of Contact (POC): [REDACTED] 253-779-[REDACTED]
[REDACTED]@ice.dhs.gov

Alternate (Alt) PO POC: [REDACTED] 509-574-[REDACTED]@ice.dhs.gov

Alt PO POC/WebView POC: [REDACTED] 206-227-[REDACTED]@ice.dhs.gov

Alt PO POC/WebView POC: [REDACTED] 206-277-[REDACTED]@ice.dhs.gov

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.

[REDACTED]	SIGNER (Type or print) Executive Vice President	[REDACTED]
	15C. DATE SIGNED 4/14/2022	
(Signature of p _____ NSN 7540-01-152-8070 Previous edition unusable		

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00036

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Alt WebView POC: [REDACTED] 206-277-[REDACTED] [REDACTED]@ice.dhs.gov</p> <p>Alt WebView POC: [REDACTED] 206-277-[REDACTED] [REDACTED]@ice.dhs.gov</p> <p>Contracting Officer: [REDACTED] 949-943-[REDACTED] [REDACTED]@ice.dhs.gov</p> <p>Contract Specialist: [REDACTED]. 949-315-[REDACTED] [REDACTED]@ice.dhs.gov</p> <p>The purpose of this bilateral agreement is change the [REDACTED] staffing plan. This is to approved GEO's request to reallocate [REDACTED] Detention Officers (DOs) for janitor services see attached Staffing plan.</p> <p>This is a no cost modification and there is no requisition associated with this modification.</p> <p>All funding continues to be obligated at the task order level.</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00</p> <p>Period of Performance: 09/28/2020 to 09/27/2025</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p>				

2. AMENDMENT/MODIFICATION NO. P00037	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO. N/A	5. PROJECT NO. (If applicable)
---	------------------------------------	---	--------------------------------

6. ISSUED BY 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) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, [REDACTED] Washington DC 205
--	---

8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) GEO GROUP INC THE ATTN [REDACTED] 4955 TECHNOLOGY WAY BOCA RATON FL 334313367	9A. AMENDMENT OF SOLICITATION NO. (x)
	9B. DATED (SEE ITEM 11)
	x 10A. MODIFICATION OF CONTRACT/ORDER NO. HSCEDM-15-D-00015
	10B. DATED (SEE ITEM 13) 09/24/2015

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.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	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.)

Program Office (PO) Point of Contact (POC): [REDACTED] 253-779-[REDACTED]
[REDACTED]@ice.dhs.gov

Alternate (Alt) PO POC: [REDACTED] 509-574-[REDACTED]@ice.dhs.gov

Alt PO POC/WebView POC: [REDACTED] 206-277-[REDACTED]@ice.dhs.gov

Alt PO POC/WebView POC: [REDACTED] 206-277-[REDACTED]@ice.dhs.gov

Alt WebView POC: [REDACTED] 206-277-2045, [REDACTED]@ice.dhs.gov

Contracting Officer: [REDACTED] 949-943-[REDACTED]@ice.dhs.gov Contract Specialist: [REDACTED] 949-315-[REDACTED]@ice.dhs.gov

Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print)	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
HSCEDM-15-D-00015/P00037

PAGE OF
2 2

NAME OF OFFEROR OR CONTRACTOR
GEO GROUP INC THE

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>The purpose of this modification is to update Service Contract Act (SCA) contract attachment 2 Wage Determination (WD) issued by the Department of Labor for the following locations and effective on 09/28/2022:</p> <p>1) WD 2015-5539 Revision 21 dated 07/21/2022 under Washington County of Pierce; 2) WD 2015-5543 Revision 18 dated 06/27/2022 under Washington County of Yakima; 3) WD 2015-5563 Revision 18 dated 06/27/2022 under Oregon Counties of Clackamas Columbia Multnomah Washington Yamhill and Washington Counties of Clark Skamania</p> <p>There is no requisition associated with this modification.</p> <p>All funding continues to be obligated at the task order level.</p> <p>LIST OF CHANGES: Reason for Modification: Other Administrative Action Total Amount for this Modification: \$0.00</p> <p>Period of Performance: 09/28/2022 to 09/27/2023</p> <p>All other terms and conditions within the referenced IDIQ remain the same.</p>				

01113 - General Clerk III	18.78
01120 - Housing Referral Assistant	23.02
01141 - Messenger Courier	18.97
01191 - Order Clerk I	17.80
01192 - Order Clerk II	19.42
01261 - Personnel Assistant (Employment) I	18.23
01262 - Personnel Assistant (Employment) II	20.39
01263 - Personnel Assistant (Employment) III	22.73
01270 - Production Control Clerk	24.42
01290 - Rental Clerk	17.58
01300 - Scheduler Maintenance	18.46
01311 - Secretary I	18.46
01312 - Secretary II	20.65
01313 - Secretary III	23.02
01320 - Service Order Dispatcher	20.31
01410 - Supply Technician	30.46
01420 - Survey Worker	22.58
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.88
01532 - Travel Clerk II	19.45
01533 - Travel Clerk III	20.93
01611 - Word Processor I	18.72
01612 - Word Processor II	21.02
01613 - Word Processor III	23.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	22.54
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	17.64
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	17.52
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.17
07041 - Cook I	18.30
07042 - Cook II	20.80
07070 - Dishwasher	14.47***
07130 - Food Service Worker	15.29
07210 - Meat Cutter	21.05
07260 - Waiter/Waitress	14.42***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.44
09040 - Furniture Handler	11.96***
09080 - Furniture Refinisher	18.18
09090 - Furniture Refinisher Helper	14.02***
09110 - Furniture Repairer Minor	16.10
09130 - Upholsterer	18.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.47
11060 - Elevator Operator	15.96
11090 - Gardener	23.20
11122 - Housekeeping Aide	15.96
11150 - Janitor	15.96
11210 - Laborer Grounds Maintenance	18.30
11240 - Maid or Houseman	15.73
11260 - Pruner	16.71
11270 - Tractor Operator	21.60

11330 - Trail Maintenance Worker	18.30
11360 - Window Cleaner	17.48
12000 Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	26.37
12012 - Certified Occupational Therapist Assistant	30.67
12015 - Certified Physical Therapist Assistant	30.08
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	47.75
12030 - EKG Technician	40.66
12035 - Electroneurodiagnostic Technologist	40.66
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	23.57
12072 - Licensed Practical Nurse II	26.37
12073 - Licensed Practical Nurse III	29.40
12100 - Medical Assistant	22.86
12130 - Medical Laboratory Technician	31.21
12160 - Medical Record Clerk	22.65
12190 - Medical Record Technician	25.34
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	47.80
12221 - Nursing Assistant I	13.19***
12222 - Nursing Assistant II	14.82***
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.15
12235 - Optical Dispenser	24.64
12236 - Optical Technician	18.76
12250 - Pharmacy Technician	22.57
12280 - Phlebotomist	19.75
12305 - Radiologic Technologist	38.78
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	32.68
12320 - Substance Abuse Treatment Counselor	28.73
13000 Information And Arts Occupations	
13011 - Exhibits Specialist I	25.39
13012 - Exhibits Specialist II	31.45
13013 - Exhibits Specialist III	38.47
13041 - Illustrator I	21.16
13042 - Illustrator II	26.22
13043 - Illustrator III	32.06
13047 - Librarian	36.91
13050 - Library Aide/Clerk	19.45
13054 - Library Information Technology Systems Administrator	33.32
13058 - Library Technician	22.89
13061 - Media Specialist I	24.05
13062 - Media Specialist II	26.79
13063 - Media Specialist III	29.99
13071 - Photographer I	17.74
13072 - Photographer II	19.85
13073 - Photographer III	24.59
13074 - Photographer IV	30.08
13075 - Photographer V	36.39
13090 - Technical Order Library Clerk	24.42
13110 - Video Teleconference Technician	22.94
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.29
14042 - Computer Operator II	21.58
14043 - Computer Operator III	24.06
14044 - Computer Operator IV	26.74

14045 - Computer Operator V		29.61
14071 - Computer Programmer I	(see 1)	26.09
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.29
14160 - Personal Computer Support Technician		26.74
14170 - System Support Specialist		29.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.48
15020 - Aircrew Training Devices Instructor (Rated)		40.50
15030 - Air Crew Training Devices Instructor (Pilot)		48.55
15050 - Computer Based Training Specialist / Instructor		33.48
15060 - Educational Technologist		43.19
15070 - Flight Instructor (Pilot)		48.55
15080 - Graphic Artist		27.75
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.55
15086 - Maintenance Test Pilot Rotary Wing		48.55
15088 - Non-Maintenance Test/Co-Pilot		48.55
15090 - Technical Instructor		25.78
15095 - Technical Instructor/Course Developer		31.54
15110 - Test Proctor		20.81
15120 - Tutor		20.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		15.84
16030 - Counter Attendant		15.84
16040 - Dry Cleaner		18.09
16070 - Finisher Flatwork Machine		15.84
16090 - Presser Hand		15.84
16110 - Presser Machine Drycleaning		15.84
16130 - Presser Machine Shirts		15.84
16160 - Presser Machine Wearing Apparel Laundry		15.84
16190 - Sewing Machine Operator		18.84
16220 - Tailor		19.59
16250 - Washer Machine		16.59
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.87
19040 - Tool And Die Maker		33.85
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.83
21030 - Material Coordinator		24.42
21040 - Material Expediter		24.42
21050 - Material Handling Laborer		18.18
21071 - Order Filler		17.70
21080 - Production Line Worker (Food Processing)		21.83
21110 - Shipping Packer		18.42
21130 - Shipping/Receiving Clerk		18.42
21140 - Store Worker I		15.26
21150 - Stock Clerk		20.08
21210 - Tools And Parts Attendant		21.83
21410 - Warehouse Specialist		21.83
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.88
23019 - Aircraft Logs and Records Technician		26.15
23021 - Aircraft Mechanic I		31.20
23022 - Aircraft Mechanic II		32.88
23023 - Aircraft Mechanic III		34.56
23040 - Aircraft Mechanic Helper		22.76
23050 - Aircraft Painter		29.52
23060 - Aircraft Servicer		26.15
23070 - Aircraft Survival Flight Equipment Technician		29.52
23080 - Aircraft Worker		27.81

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.20
23110 - Appliance Mechanic	20.17
23120 - Bicycle Repairer	16.63
23125 - Cable Splicer	48.15
23130 - Carpenter Maintenance	28.45
23140 - Carpet Layer	24.00
23160 - Electrician Maintenance	39.89
23181 - Electronics Technician Maintenance I	30.02
23182 - Electronics Technician Maintenance II	31.89
23183 - Electronics Technician Maintenance III	33.70
23260 - Fabric Worker	24.85
23290 - Fire Alarm System Mechanic	31.34
23310 - Fire Extinguisher Repairer	25.93
23311 - Fuel Distribution System Mechanic	34.94
23312 - Fuel Distribution System Operator	27.37
23370 - General Maintenance Worker	22.60
23380 - Ground Support Equipment Mechanic	31.20
23381 - Ground Support Equipment Servicer	26.15
23382 - Ground Support Equipment Worker	27.81
23391 - Gunsmith I	25.93
23392 - Gunsmith II	29.46
23393 - Gunsmith III	33.09
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.72
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.27
23430 - Heavy Equipment Mechanic	30.36
23440 - Heavy Equipment Operator	30.93
23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	31.31
23470 - Laborer	18.18
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	30.05
23550 - Machinist Maintenance	25.34
23580 - Maintenance Trades Helper	17.87
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	32.03
23593 - Metrology Technician III	33.66
23640 - Millwright	34.09
23710 - Office Appliance Repairer	22.44
23760 - Painter Maintenance	22.04
23790 - Pipefitter Maintenance	41.99
23810 - Plumber Maintenance	39.73
23820 - Pneudraulic Systems Mechanic	33.09
23850 - Rigger	34.33
23870 - Scale Mechanic	29.46
23890 - Sheet-Metal Worker Maintenance	32.94
23910 - Small Engine Mechanic	19.74
23931 - Telecommunications Mechanic I	30.86
23932 - Telecommunications Mechanic II	32.53
23950 - Telephone Lineman	29.18
23960 - Welder Combination Maintenance	24.02
23965 - Well Driller	29.77
23970 - Woodcraft Worker	33.09
23980 - Woodworker	25.93
24000 - Personal Needs Occupations	
24550 - Case Manager	19.09
24570 - Child Care Attendant	15.73
24580 - Child Care Center Clerk	19.62
24610 - Chore Aide	14.72***
24620 - Family Readiness And Support Services Coordinator	19.09

24630 - Homemaker	19.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.16
25040 - Sewage Plant Operator	33.02
25070 - Stationary Engineer	37.16
25190 - Ventilation Equipment Tender	27.11
25210 - Water Treatment Plant Operator	33.02
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.43
27007 - Baggage Inspector	15.11
27008 - Corrections Officer	37.79
27010 - Court Security Officer	39.06
27030 - Detection Dog Handler	16.90
27040 - Detention Officer	37.79
27070 - Firefighter	41.34
27101 - Guard I	15.11
27102 - Guard II	16.90
27131 - Police Officer I	35.94
27132 - Police Officer II	39.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.66
28042 - Carnival Equipment Repairer	20.04
28043 - Carnival Worker	14.44***
28210 - Gate Attendant/Gate Tender	21.23
28310 - Lifeguard	13.93***
28350 - Park Attendant (Aide)	23.75
28510 - Recreation Aide/Health Facility Attendant	17.34
28515 - Recreation Specialist	29.43
28630 - Sports Official	18.92
28690 - Swimming Pool Operator	22.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.38
29020 - Hatch Tender	32.38
29030 - Line Handler	32.38
29041 - Stevedore I	30.48
29042 - Stevedore II	34.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.15
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.45
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.53
30021 - Archeological Technician I	19.07
30022 - Archeological Technician II	21.33
30023 - Archeological Technician III	26.43
30030 - Cartographic Technician	26.43
30040 - Civil Engineering Technician	35.94
30051 - Cryogenic Technician I	29.27
30052 - Cryogenic Technician II	32.34
30061 - Drafter/CAD Operator I	19.07
30062 - Drafter/CAD Operator II	21.33
30063 - Drafter/CAD Operator III	23.78
30064 - Drafter/CAD Operator IV	29.27
30081 - Engineering Technician I	16.52
30082 - Engineering Technician II	18.54
30083 - Engineering Technician III	20.74
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	38.03
30090 - Environmental Technician	30.04
30095 - Evidence Control Specialist	26.43
30210 - Laboratory Technician	23.36
30221 - Latent Fingerprint Technician I	36.01
30222 - Latent Fingerprint Technician II	39.78
30240 - Mathematical Technician	34.09
30361 - Paralegal/Legal Assistant I	19.38
30362 - Paralegal/Legal Assistant II	24.01

30363 - Paralegal/Legal Assistant III	29.37
30364 - Paralegal/Legal Assistant IV	35.53
30375 - Petroleum Supply Specialist	32.34
30390 - Photo-Optics Technician	26.43
30395 - Radiation Control Technician	32.34
30461 - Technical Writer I	26.02
30462 - Technical Writer II	31.83
30463 - Technical Writer III	38.50
30491 - Unexploded Ordnance (UXO) Technician I	28.06
30492 - Unexploded Ordnance (UXO) Technician II	33.95
30493 - Unexploded Ordnance (UXO) Technician III	40.69
30494 - Unexploded (UXO) Safety Escort	28.06
30495 - Unexploded (UXO) Sweep Personnel	28.06
30501 - Weather Forecaster I	29.27
30502 - Weather Forecaster II	35.60
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.78
30621 - Weather Observer Senior	(see 2) 26.43
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.95
31020 - Bus Aide	19.98
31030 - Bus Driver	27.10
31043 - Driver Courier	17.41
31260 - Parking and Lot Attendant	14.58***
31290 - Shuttle Bus Driver	18.94
31310 - Taxi Driver	16.50
31361 - Truckdriver Light	18.70
31362 - Truckdriver Medium	20.00
31363 - Truckdriver Heavy	25.99
31364 - Truckdriver Tractor-Trailer	25.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.55
99030 - Cashier	14.36***
99050 - Desk Clerk	14.79***
99095 - Embalmer	29.76
99130 - Flight Follower	28.06
99251 - Laboratory Animal Caretaker I	17.06
99252 - Laboratory Animal Caretaker II	18.32
99260 - Marketing Analyst	36.18
99310 - Mortician	29.76
99410 - Pest Controller	21.98
99510 - Photofinishing Worker	24.28
99710 - Recycling Laborer	30.18
99711 - Recycling Specialist	35.63
99730 - Refuse Collector	27.57
99810 - Sales Clerk	14.76***
99820 - School Crossing Guard	16.85
99830 - Survey Party Chief	35.75
99831 - Surveying Aide	21.08
99832 - Surveying Technician	28.86
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.24
99842 - Vending Machine Repairer Helper	18.44

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."