AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT D CODE PAGE OF PAGES			
2. AMENDMEN	NT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQ	UISITION/PURCHASE REQ. NO.	5. PROJECT NO	. (If applicable)	
P00027		See Block 16C	none			(
6. ISSUED BY	CODE	70CDCR	7. ADN	MINISTERED BY (If other than Item 6)	CODE TOP /	DCD	
				. ,	ICE/	DCR	
	ON COMPLIANCE AND REM			Detention Compliance			
	migration and Customs		I	igration and Customs E			
	of Acquisition Manage	ment		ice of Acquisition Man	nagement		
801 I ST			I	I Street NW, hington DC 205			
WASHING.	ION DC		Wasi	irington bc 205			
8. NAME AND	ADDRESS OF CONTRACTOR (No., street,	county, State and ZIP Code)	(x) 9A.	AMENDMENT OF SOLICITATION NO.			
GEO GROU	P INC THE						
4955 TEC	HNOLOGY WAY		9B.	DATED (SEE ITEM 11)			
BOCA RAT	ON FL 33431						
			104	A MODIFICATION OF CONTRACT/ORDER	R NO		
			X HS	A. MODIFICATION OF CONTRACT/ORDER CEDM-15-D-00015			
			10E	B. DATED (SEE ITEM 13)			
CODE 61	27064650000	FAC LITY CODE	0	9/24/2015			
		11. THIS ITEM ONLY APPLIES					
	numbered solicitation is amended as set fo				xtended, 🔲 is not ex	tII	
reference to	the solicitation and this amendment, and NG AND APPROPRIATION DATA (If requ	is received prior to the opening hou uired)	ur and date spe	by telegram or letter, provided each telegran ecified. DDIFIES THE CONTRACT/ORDER NO. AS		14.	
						14.	
CHECK ONE	A. THIS CHANGE ORDER IS ISSUED F ORDER NO. IN ITEM 10A.	PURSUANT TO: (Specify authority)	THE CHANG	SES SET FORTH IN ITEM 14 ARE MADE IN	N THE CONTRACT		
Х	B. THE ABOVE NUMBERED CONTRAC appropriation date, etc.) SET FORTH	T/ORDER IS MODIF ED TO REFL IN ITEM 14, PURSUANT TO THE	ECT THE ADI	M NISTRATIVE CHANGES (such as change OF FAR 43.103(b).	es in paying office,		
	C. THIS SUPPLEMENTAL AGREEMENT	T IS ENTERED INTO PURSUANT	TO AUTHORI	TY OF:			
	D. OTHER (Specify type of modification	and authority)					
E. IMPORTANT	Γ Contractor ⊠ is not.	is required to sign this docume	ent and return	copies to the issu	uing office		
				colicitation/contract subject matter where fea			
DUNS Num	· · · · · · · · · · · · · · · · · · ·	Organized by OOF Section Reading	iya, irididdiriy a	ononation/contract subject matter where rea	asible.)		
	cing Officer:	at (202)	732-	@ic	ce.dhs.gov		
COR POC:		(253) 779-	, e-mai	l address,			
	@ice.d	ns.gov					
Finance	POC: , (2	06) 835- , emai	il addr	ess. @ice.	dhs.gov		
The purp	oose of this modifica	tion is to update	Contra	ct Attachment 2 Wage I	Determinatio	on with	
attached	d new DOL, Wage Deter	mination (WD) 2015	5-5539 1	R. 14 date 06/10/2020;	WD 2015-5	563 R. 10 date	
07/02/20	020; WD 2015-5543 R.	10 date 07/02/2020	0; WD 2	015-5572 R. 11 date 07	7/02/2020.	Continued	
⊏xcept as prov	viueu nerein, all terms and conditions of th	e document reterenced in tem 9 A	or TUA, as he	retofore changed, remains unchanged and	in ruii Torce and effect		
15A. NAME AN	ND TITLE OF SIGNER (Type or print)						
4ED CONTES	CTOD/OFFEDOR	AFO DATE OVER	ED				
15B. CONTRA	CTOR/OFFEROR	15C. DATE SIGNE	בט				
	(Signature of person authorized to sign)						

NSN 7540-01-152-8070 Previous edition unusable CONTINUATION SHEET REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00027

PAGE OF 2

NAME OF OFFEROR OR CONTRACTOR GEO GROUP INC THE

IO.	SUPPL ES/SERVICES	QUANTITY		UNIT PRICE	AMOUN
	(B)	(C)	(D)	(E)	(F)
	Attached DOL, WDs effective September 28, 2020				
	1				
	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."				
	LIST OF CHANGES:				
	Reason for Modification: Other Administrative				
	Action				
	Total Amount for this Modification: \$0.00				
	David of Davidson 100/00/2000 to 00/07/2005				
	Period of Performance: 09/28/2020 to 09/27/2025				
	All terms and conditions of the IDIQ remain the	:			
	same.				
		1		ı	

AMENDMENT OF SOLICITATION/I	MODIFICA	ATION OF CONT	TRACT		CONTRACT D CODE	F		F PAGES
2. AMENDMENT/MODIFICATION NO.		3. EFFECTIVE DAT	E	4. REQ	UISITION/PURCHASE REQ. NO.	5. PRO	1 DJECT NO	2 D. (If applicable)
P00028		See Block	16C					
6. ISSUED BY	CODE	70CDCR		7. ADN	MINISTERED BY (If other than Item 6)	CODE	ICE/	DCR
DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, WASHINGTON DC				ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, Washington DC 205				
8. NAME AND ADDRESS OF CONTRACTOR	R (No street	county State and 7IP (Code)	(x) 9A.	AMENDMENT OF SOLICITATION NO.			
GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431					DATED (SEE ITEM 11) A. MODIFICATION OF CONTRACT/ORDER NOT CONTRACT/OR	O.		
				10E	3. DATED (SEE ITEM 13)			
CODE 6127064650000		FAC LITY CODE		0	9/24/2015			
		11. THIS ITEM O	NLY APPLIES TO A	MENDM	ENTS OF SOLICITATIONS			
separate letter or telegram which includes a reference to the solicitation and amendment num THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND D virtue of this amendment you desire to change an offer already submitted, such change may I reference to the solicitation and this amendment, and is received prior to the opening hour and 12. ACCOUNT NG AND APPROPRIATION DATA (If required) See Schedule 13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDER					CIFIED MAY RESULT IN REJECTION OF YO by telegram or letter, provided each telegram or caffied. DDIFIES THE CONTRACT/ORDER NO. AS DE	UR OFF or letter n	ER If by nakes	
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 MODIF ED TO REFLECT THE ADM NISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH NITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).								
C. THIS SUPPLEMENTAL A D. OTHER (Specify type of n			PURSUANT TO AU	THORI	TY OF:			
E. IMPORTANT Contractor	⊠ is not.	is required to sig	ın this document and	return	copies to the issuing	ı office		
					olicitation/contract subject matter where feasib			
DUNS Number: 612706465			g-,	aang c		,		
COR POC:	∮1ce.d	253-779- hs.gov						
A-COR POC:	509-5 .gov	574-						
WebView POC:	.dhs.g	206-277- ov						
Alternate WebView POC:		206-27	77-					
Except as provided herein, all terms and con 15A. NAME AND TITLE OF SIGNER (Type of		e document referenc	ed in Item 9 A or 1					
15B. CONTRACTOR/OFFEROR		15C	C. DATE SIGNED					
(Signature of person authorized to NSN 7540-01-152-8070	sign)							

Previous edition unusable

 CONTINUATION SHEET
 REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00028
 PAGE OF 2
 2
 2

NAME OF OFFEROR OR CONTRACTOR GEO GROUP INC THE

NO.	SUPPL ES/SERVICES	QUANTITY		UNIT PRICE	AMOUN [*]
)	(B)	(C)	(D)	(E)	(F)
	@ice.dhs.gov		П		
	<u></u>				
	Contracting Officer: 202-805-				
	@ice.dhs.gov				
	<u> </u>				
	Contract Specialist: 202-732-				
	@ice.dns.gov				
	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; 2015-5543 Revision 13 dated 07/21/2021; and 2015-5572 Revision 11 dated				
	07/02/2020 (unchanged WD from the previous year).				
	In accordance with FAR 52.222-43(f), Fair Labor				
	Standards Act and Service Contract Act - Price				
	Adjustments (Multiple Year and Option Contracts)				
	"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."				
	circotive date.				
	Period of Performance: 09/28/2020 to 09/27/2025				
	1			· •	

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-5539 niel W. Simms Division of | Revision No.: 17

Daniel W. Simms Division of | Director Wage Determinations |

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 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

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01320	- Service Order Dispatcher	23.52
	- Supply Technician	33.05
	- Survey Worker	21.76
01460	- Switchboard Operator/Receptionist	18.25
	- 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
	- Food Service Worker	15.80
	- Meat Cutter	21.24
	- Waiter/Waitress	16.42
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	22.77
	- Furniture Handler	16.86
	- Furniture Refinisher	20.36
	- Furniture Refinisher Helper	16.86
	- Furniture Repairer Minor	18.46
	- Upholsterer	24.45
	General Services And Support Occupations	46.53
	- Cleaner Vehicles	16.53
	- Elevator Operator	16.53
	- Gardener	23.21
	- Housekeeping Aide	18.50
	- Janitor	18.50
	- Laborer Grounds Maintenance	19.01
	- Maid or Houseman - Pruner	15.51
		17.59
	- Tractor Operator	21.82
	- Trail Maintenance Worker	19.01
11360	- Trail Maintenance Worker - Window Cleaner	
11360 12000 -	- Trail Maintenance Worker - Window Cleaner Health Occupations	19.01 20.00
11360 12000 - 12010	- Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver	19.01 20.00 31.13
11360 12000 - 12010 12011	Trail Maintenance WorkerWindow CleanerHealth OccupationsAmbulance DriverBreath Alcohol Technician	19.01 20.00 31.13 26.26
11360 12000 - 12010 12011 12012	 Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant 	19.01 20.00 31.13 26.26 31.19
11360 12000 - 12010 12011 12012 12015	 Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant 	19.01 20.00 31.13 26.26 31.19 30.73
11360 12000 - 12010 12011 12012 12015 12020	 Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant 	19.01 20.00 31.13 26.26 31.19 30.73 23.30
11360 12000 - 12010 12011 12012 12015 12020 12025	 Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant Dental Hygienist 	19.01 20.00 31.13 26.26 31.19 30.73 23.30 47.90
11360 12000 - 12010 12011 12012 12015 12020 12025 12030	 Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant Dental Hygienist EKG Technician 	19.01 20.00 31.13 26.26 31.19 30.73 23.30 47.90 35.52
11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035	 Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant Dental Hygienist EKG Technician Electroneurodiagnostic Technologist 	19.01 20.00 31.13 26.26 31.19 30.73 23.30 47.90 35.52 35.52
11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040	 Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant Dental Hygienist EKG Technician Electroneurodiagnostic Technologist Emergency Medical Technician 	19.01 20.00 31.13 26.26 31.19 30.73 23.30 47.90 35.52 35.52 31.13
11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	 Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant Dental Hygienist EKG Technician Electroneurodiagnostic Technologist 	19.01 20.00 31.13 26.26 31.19 30.73 23.30 47.90 35.52 35.52

9/22/21, 3.23 FW	SAIVI.gov	
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		36.83
Administrator		20102
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		20.00
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)	20.52
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	(300 1)	22.04
14160 - Personal Computer Support Technician		30.56
14170 - System Support Specialist		39.55
15000 - Instructional Occupations		J2.33
15010 - Aircrew Training Devices Instructor (Non-Rate	4)	36.56
15020 - Aircrew Training Devices Instructor (Non-Rated)	^/	44.24
12050 - WILCLEM LLUTHING DEATCES THEFTLACTOR (MATER)		44.24

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15030	- Air Crew Training Devices Instructor (Pilot)	53.02
	- Computer Based Training Specialist / Instructor	
	- Educational Technologist	35.04
	- Flight Instructor (Pilot)	53.02
	- Graphic Artist	35.02
	- Maintenance Test Pilot Fixed Jet/Prop	53.02
	- Maintenance Test Pilot Rotary Wing	53.02
	- Non-Maintenance Test/Co-Pilot	53.02
	- Technical Instructor	31.95
		39.08
	- Technical Instructor/Course Developer - Test Proctor	25.79
	- Test Proctor - Tutor	25.79
	Laundry Dry-Cleaning Pressing And Related Occupa	
	- Assembler	17.47
	- Counter Attendant	17.47
	- Dry Cleaner	19.99
	- Finisher Flatwork Machine	17.47
	- Presser Hand	17.47
	- Presser Machine Drycleaning	17.47
	- Presser Machine Shirts	17.47
	- Presser Machine Wearing Apparel Laundry	17.47
	- Sewing Machine Operator	20.83
	- Tailor	21.67
	- Washer Machine	18.32
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	31.53
	- Tool And Die Maker	35.71
	Materials Handling And Packing Occupations	
	- Forklift Operator	20.75
	- Material Coordinator	25.78
	- Material Expediter	25.78
	- Material Handling Laborer	17.94
	- Order Filler	17.85
	- Production Line Worker (Food Processing)	20.75
	- Shipping Packer	20.63
	- Shipping/Receiving Clerk	20.63
	- Store Worker I	18.21
	- Stock Clerk	22.98
	- Tools And Parts Attendant	20.75
	- Warehouse Specialist	20.75
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	36.64
	- 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	32.84
I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	35.48
II		
23110	- Appliance Mechanic	24.65
23120	- Bicycle Repairer	19.71
23125	- Cable Splicer	46.94
	- Carpenter Maintenance	31.14
	- Carpet Layer	24.79
23160	- Electrician Maintenance	37.72
	- Electronics Technician Maintenance I	37.43
23182	- Electronics Technician Maintenance II	39.08
	- Electronics Technician Maintenance III	40.43
23260	- Fabric Worker	31.10

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23290	- Fire Alarm System Mechanic	27.75
	- Fire Extinguisher Repairer	29.32
	- Fuel Distribution System Mechanic	41.56
	- Fuel Distribution System Operator	34.33
	- General Maintenance Worker	24.19
	- Ground Support Equipment Mechanic	35.48
	- Ground Support Equipment Servicer	31.09
	- Ground Support Equipment Worker	32.84
	- Gunsmith I	29.32
	- Gunsmith II	32.85
	- Gunsmith III	35.49
		33.49
Mechai	- Heating Ventilation And Air-Conditioning	33.30
		34.45
	 Heating Ventilation And Air Contidioning nic (Research Facility) 	34.43
	- Heavy Equipment Mechanic	34.10
	- Heavy Equipment Operator	41.36
	- Instrument Mechanic	30.33
	- Laboratory/Shelter Mechanic	34.30
	- Laborer	17.94
	- Locksmith	31.64
	- Machinery Maintenance Mechanic	32.66
	- Machinist Maintenance	28.61
	- Maintenance Trades Helper	19.71
	- Metrology Technician I	30.33
	- Metrology Technician II	31.32
	- Metrology Technician III	32.24
	- Millwright	36.64
	- Office Appliance Repairer	25.88
	- Painter Maintenance	25.88
	- Pipefitter Maintenance	
	- Plumber Maintenance	38.92 37.62
	- Pneudraulic Systems Mechanic	35.49
	- Rigger	32.74
	- Scale Mechanic	32.85
	- Sheet-Metal Worker Maintenance	34.44
	- Small Engine Mechanic - Telecommunications Mechanic I	23.95
		33.19
	- Telecommunications Mechanic II	34.27
	- Telephone Lineman	35.60
	- Welder Combination Maintenance	27.12
	- Well Driller	35.49
	- Woodcraft Worker	35.49
	- Woodworker	29.32
	Personal Needs Occupations	10.15
	- Case Manager	19.15
	- Child Care Attendant	16.38
	- Child Care Center Clerk	20.44
	- Chore Aide	15.51
	- Family Readiness And Support Services	19.15
	inator	10.15
	- Homemaker	19.15
	Plant And System Operations Occupations	25 42
	- Boiler Tender	35.43
	- Sewage Plant Operator	36.86
	- Stationary Engineer	35.43
	- Ventilation Equipment Tender	27.51
	- Water Treatment Plant Operator	36.86
	Protective Service Occupations	33.50
	- Alarm Monitor	32.59
	- Baggage Inspector	18.45
	- Corrections Officer	31.59
	- Court Security Officer	37.27
	- Detection Dog Handler	22.54
27040	- Detention Officer	31.59

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27070	- Firefighter		42.96
	- Guard I		18.45
27102	- Guard II		22.54
	- Police Officer I		38.64
	- Police Officer II		42.95
	Recreation Occupations		40 70
	- Carnival Equipment Operator		18.72
	- Carnival Equipment Repairer		19.91
	- Carnival Worker		15.09
	- Gate Attendant/Gate Tender		20.97 15.92
	LifeguardPark Attendant (Aide)		23.45
	- Recreation Aide/Health Facility Attendant		17.11
	- Recreation Specialist		29.05
	- Sports Official		18.67
	- Swimming Pool Operator		22.31
	Stevedoring/Longshoremen Occupational Services		
	- 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		
	- Air Traffic Control Specialist Center (HFO)		44.13
	- Air Traffic Control Specialist Station (HFO)		30.43
	- Air Traffic Control Specialist Terminal (HFO)	(see 2)	33.52
	- Archeological Technician I		22.27
	- Archeological Technician II		24.91
	- Archeological Technician III		30.86
	- Cartographic Technician		30.86
	- Civil Engineering Technician		35.67
	- Cryogenic Technician I		29.57
	- Cryogenic Technician II - Drafter/CAD Operator I		32.66 22.27
	- Drafter/CAD Operator II		24.91
	- Drafter/CAD Operator III		27.78
	- Drafter/CAD Operator IV		34.17
	- Engineering Technician I		20.07
	- Engineering Technician II		22.53
	- Engineering Technician III		25.20
	- Engineering Technician IV		31.22
	- Engineering Technician V		38.19
	- 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
	- Latent Fingerprint Technician II		35.29
	- Mathematical Technician		37.35
	- Paralegal/Legal Assistant I		22.87
	- Paralegal/Legal Assistant II		28.34
	- Paralegal/Legal Assistant III		32.99
	- Paralegal/Legal Assistant IV		37.71
	- Petroleum Supply Specialist		32.66
	- Photo-Optics Technician		30.86
	- Radiation Control Technician		32.66
	- Technical Writer I - Technical Writer II		28.43
	- Technical Writer II - Technical Writer III		34.77 42.06
	- Unexploded Ordnance (UXO) Technician I		28.05
	- Unexploded Ordnance (UXO) Technician II		33.93
	- Unexploded Ordnance (UXO) Technician III		40.67
	- Unexploded (UXO) Safety Escort		28.05
	- Unexploded (UXO) Sweep Personnel		28.05
	- Weather Forecaster I		30.16
			

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30502 - Weather Forecaster II		36.69
30620 - Weather Observer Combined Upper Air Or	(see 2)	23.99
Surface Programs	, ,	
30621 - Weather Observer Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation O	ccupations	
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.

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 | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2015-5563

Daniel W. Simms Division of Revision No.: 13
Director Wage Determinations 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.

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	1	L7.59
01012 - Accounting Clerk II	-	L9.75
01013 - Accounting Clerk III	2	22.09
01020 - Administrative Assistant	3	30.46
01035 - Court Reporter	1	L9.88
01041 - Customer Service Representative I	1	L5.49
01042 - Customer Service Representative II	1	L6.90
01043 - Customer Service Representative III	1	L8.97
01051 - Data Entry Operator I	1	L6.51
01052 - Data Entry Operator II	1	L7.98
01060 - Dispatcher Motor Vehicle	22	2.28
01070 - Document Preparation Clerk	1	L9.14
01090 - Duplicating Machine Operator	1	L9.14
01111 - General Clerk I	1	L5.33
01112 - General Clerk II	1	L6.73
01113 - General Clerk III	1	L8.78
01120 - Housing Referral Assistant	2	21.86
01141 - Messenger Courier	1	L8.97
01191 - Order Clerk I		L7.07
01192 - Order Clerk II		L8.63
01261 - Personnel Assistant (Employment) I	-	L7.88
01262 - Personnel Assistant (Employment) II	-	L9.99
01263 - Personnel Assistant (Employment) III		22.29
01270 - Production Control Clerk		24.42
01290 - Rental Clerk		L5.98
01300 - Scheduler Maintenance	=-	7.53
01311 - Secretary I	1	L7.53

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01312	- Secretary II	19.61
	- 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
	- Travel Clerk II	19.45
	- Travel Clerk III	20.93
	- Word Processor I	18.72
	- Word Processor II	21.02
	- Word Processor III	23.51
	Automotive Service Occupations	24 22
	- Automobile Body Repairer Fiberglass	21.80
	- Automotive Electrician	22.54
	- Automotive Glass Installer - Automotive Worker	21.22 21.22
	- Mobile Equipment Servicer	18.76
	- Motor Equipment Metal Mechanic	23.83
	- Motor Equipment Metal Worker	21.22
	- Motor Vehicle Mechanic	23.83
	- Motor Vehicle Mechanic Helper	17.64
	- Motor Vehicle Upholstery Worker	19.97
	- Motor Vehicle Wrecker	21.22
05310	- Painter Automotive	22.54
	- Radiator Repair Specialist	21.22
	- 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
	- Cook II	19.64
	- Dishwasher	14.04
	- Food Service Worker	14.64
	- Meat Cutter	19.18
	- Waiter/Waitress	13.85
	Furniture Maintenance And Repair Occupations	21.63
	- Electrostatic Spray Painter - Furniture Handler	11.96
	- Furniture Refinisher	16.85
	- Furniture Refinisher Helper	13.62
	- Furniture Repairer Minor	15.32
	- Upholsterer	16.58
	General Services And Support Occupations	23333
	- Cleaner Vehicles	15.47
	- Elevator Operator	15.30
	- Gardener	22.46
11122	- Housekeeping Aide	15.30
11150	- Janitor	15.30
11210	- Laborer Grounds Maintenance	17.72
11240	- Maid or Houseman	14.53
	- Pruner	16.18
	- Tractor Operator	20.92
	- Trail Maintenance Worker	17.72
	- Window Cleaner	16.75
	Health Occupations	24.46
	- Ambulance Driver	24.16
	- Breath Alcohol Technician - Contified Occupational Thomanist Assistant	25.22
	Certified Occupational Therapist AssistantCertified Physical Therapist Assistant	30.67 30.08
	- Dental Assistant	23.78
	- Dental Hygienist	43.41
	- EKG Technician	40.66
	- Electroneurodiagnostic Technologist	40.66
	- Emergency Medical Technician	24.16
	- 0,	210

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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		20.52
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		30.29
Administrator		30.29
13058 - Library Technician		21.90
13061 - Media Specialist I		21.86
13062 - Media Specialist II		24.35
13062 - 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		22.94
14040 - Information recimology occupations 14041 - Computer Operator I		18.27
·		20.44
14042 - Computer Operator II		
14043 - Computer Operator III		22.78 25.31
14044 - Computer Operator IV		
14045 - Computer Operator V	(500.1)	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)	40.0=
14150 - Peripheral Equipment Operator		18.27
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		28.91
15000 - Instructional Occupations		

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15010	- Aircrew Training Devices	Instructor (Non-Rated) 33.05
	- Aircrew Training Devices	
	- Air Crew Training Device	
	- Computer Based Training	
	- Educational Technologis	
	- Flight Instructor (Pilo	
	- Graphic Artist	27.75
	- Maintenance Test Pilot	
	- Maintenance Test Pilot I	
	- Non-Maintenance Test/Co	
	- Technical Instructor	25.78
	- Technical Instructor/Co	
	- Test Proctor	20.81
	- Tutor	20.81
		sing And Related Occupations
	- Assembler	15.22
	- Counter Attendant	15.22
	- Dry Cleaner	17.39
	-	
	- Finisher Flatwork Machi	
	- Presser Hand	15.22
	- Presser Machine Dryclea	•
	- Presser Machine Shirts	15.22
	- Presser Machine Wearing	•
	- Sewing Machine Operator	18.11
	- Tailor	18.83
	- Washer Machine	15.95
	Machine Tool Operation And	
	- Machine-Tool Operator (· · · · · · · · · · · · · · · · · · ·
	- Tool And Die Maker	33.85
	Materials Handling And Pag	
	- Forklift Operator	20.97
	- Material Coordinator	24.42
	- Material Expediter	24.42
	- Material Handling Labor	
	- Order Filler	16.56
	- Production Line Worker	•
	- Shipping Packer	18.42
	- Shipping/Receiving Clerk	
	- Store Worker I	14.85
21150	- Stock Clerk	19.55
	- Tools And Parts Attenda	nt 20.97
21410	- Warehouse Specialist	20.97
23000 -	Mechanics And Maintenance	And Repair Occupations
23010	- Aerospace Structural Wei	lder 32.88
23019	- Aircraft Logs and Record	ds Technician 26.15
23021	- Aircraft Mechanic I	31.20
23022	- Aircraft Mechanic II	32.88
23023	- Aircraft Mechanic III	34.56
23040	- Aircraft Mechanic Helpe	22.76
	- Aircraft Painter	29.52
23060	- Aircraft Servicer	26.15
	- Aircraft Survival Fligh	
	- Aircraft Worker	27.81
	- Aircrew Life Support Equ	
I		
23092	- Aircrew Life Support Equ	uipment (ALSE) Mechanic 31.20
II		
	- Appliance Mechanic	20.17
	- Bicycle Repairer	15.12
	- Cable Splicer	48.15
	- Carpenter Maintenance	27.71
	- Carpet Layer	24.00
	- Electrician Maintenance	38.97
	- Electrician Maintenance - Electronics Technician I	
	- Electronics Technician I	
23102	FICE CLOUICS LECTION L	20.55

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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 23392 - Gunsmith II	24.59 27.95
23393 - Gunsmith III	31.39
23410 - Heating Ventilation And Air-Conditioning	27.37
Mechanic	27.37
23411 - Heating Ventilation And Air Contidioning	28.84
Mechanic (Research Facility)	20.01
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 23790 - Pipefitter Maintenance	20.04
23810 - Plumber Maintenance	38.17 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	18.94
Coordinator	19.04
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	33.02
27004 - Alarm Monitor	31.43
27007 - Baggage Inspector	15.00
27008 - Corrections Officer	34.39
27010 - Court Security Officer	37.86
•	

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27030	- Detection Dog Handler	1	6.79
	- Detention Officer	3	4.39
27070	- Firefighter	4	1.34
	- Guard I	1	5.00
27102	- Guard II		6.79
	- Police Officer I		5.63
	- Police Officer II		9.60
	Recreation Occupations	_	
	- Carnival Equipment Operator	1	8.26
	- Carnival Equipment Repairer		9.71
	- Carnival Worker		4.20
	- Gate Attendant/Gate Tender		0.49
	- Lifeguard		2.66
	- Park Attendant (Aide)		2.92
	- Recreation Aide/Health Facility Attendant		6.73
	- Recreation Specialist		8.40
	- Sports Official		8.25
	- Swimming Pool Operator		2.41
	Stevedoring/Longshoremen Occupational Services	_	
	- Blocker And Bracer	3	2.38
	- Hatch Tender		2.38
	- Line Handler		2.38
	- Stevedore I		0.48
	- Stevedore II		4.41
	Technical Occupations	3	
	- Air Traffic Control Specialist Center (HFO)	(see 2) 42	.99
	- Air Traffic Control Specialist Station (HFO)		.64
	- Air Traffic Control Specialist Terminal (HFO)		.64
	- Archeological Technician I	•	8.60
	- Archeological Technician II		0.81
	- Archeological Technician III		5.78
	- Cartographic Technician		5.78
	- Civil Engineering Technician		4.41
	- Cryogenic Technician I		8.55
	- Cryogenic Technician II		1.53
	- Drafter/CAD Operator I		8.60
	- Drafter/CAD Operator II		0.81
	- Drafter/CAD Operator III		3.19
	- Drafter/CAD Operator IV		8.55
	- Engineering Technician I		6.52
	- Engineering Technician II		8.54
	- Engineering Technician III		0.54
		7	a 74
	- Engineering Technician TV		0.74 5.76
20002	- Engineering Technician IV	2	5.76
	- Engineering Technician V	2 3	5.76 1.76
30086	- Engineering Technician V - Engineering Technician VI	2 3 3	5.76 1.76 8.03
30086 30090	Engineering Technician VEngineering Technician VIEnvironmental Technician	2 3 3 3	5.76 1.76 8.03 0.04
30086 30090 30095	Engineering Technician VEngineering Technician VIEnvironmental TechnicianEvidence Control Specialist	2 3 3 3 2	5.76 1.76 8.03 0.04 5.78
30086 30090 30095 30210	 Engineering Technician V Engineering Technician VI Environmental Technician Evidence Control Specialist Laboratory Technician 	2 3 3 3 2 2	5.76 1.76 8.03 0.04 5.78 1.24
30086 30090 30095 30210 30221	 Engineering Technician V Engineering Technician VI Environmental Technician Evidence Control Specialist Laboratory Technician Latent Fingerprint Technician I 	2 3 3 3 2 2 2 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18
30086 30090 30095 30210 30221 30222	 Engineering Technician V Engineering Technician VI Environmental Technician Evidence Control Specialist Laboratory Technician Latent Fingerprint Technician I Latent Fingerprint Technician II 	2 3 3 3 2 2 2 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75
30086 30090 30095 30210 30221 30222 30240	 Engineering Technician V Engineering Technician VI Environmental Technician Evidence Control Specialist Laboratory Technician Latent Fingerprint Technician I Latent Fingerprint Technician II Mathematical Technician 	2 3 3 3 2 2 2 3 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09
30086 30090 30095 30210 30221 30222 30240 30361	 Engineering Technician V Engineering Technician VI Environmental Technician Evidence Control Specialist Laboratory Technician Latent Fingerprint Technician I Latent Fingerprint Technician II Mathematical Technician Paralegal/Legal Assistant I 	2 3 3 3 2 2 2 3 3 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02
30086 30090 30095 30210 30221 30222 30240 30361 30362	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician I - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant I - Paralegal/Legal Assistant II	2 3 3 3 2 2 2 3 3 3 1 2	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician I - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant I - Paralegal/Legal Assistant III	2 3 3 3 2 2 2 3 3 3 1 2 2 2	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30364	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician I - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant I - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV	2 3 3 3 2 2 2 3 3 3 1 2 2 2 2 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30364 30375	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician I - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant I - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Petroleum Supply Specialist	2 3 3 3 2 2 2 3 3 3 1 2 2 2 2 3 3 3 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87 1.53
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30375 30390	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Petroleum Supply Specialist - Photo-Optics Technician	2 3 3 3 2 2 2 3 3 3 1 2 2 2 3 3 3 3 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87 1.53 5.78
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30375 30390 30395	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Petroleum Supply Specialist - Photo-Optics Technician - Radiation Control Technician	2 3 3 3 2 2 2 3 3 1 1 2 2 3 3 3 3 3 2 2 3 3 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87 1.53 5.78
30086 30090 30095 30210 30221 30222 30240 30361 30362 30364 30375 30390 30395 30461	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Petroleum Supply Specialist - Photo-Optics Technician - Radiation Control Technician - Technical Writer I	2 3 3 3 2 2 3 3 1 2 2 2 3 3 3 3 2 2 2 3 3 3 2 2 2 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87 1.53 6.02
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30375 30390 30395 30461 30462	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant I - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Petroleum Supply Specialist - Photo-Optics Technician - Radiation Control Technician - Technical Writer II	2 3 3 3 2 2 2 3 3 1 2 2 3 3 3 2 2 3 3 3 2 2 3 3 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87 1.53 6.02 1.83
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30375 30390 30395 30461 30462 30463	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Petroleum Supply Specialist - Photo-Optics Technician - Radiation Control Technician - Technical Writer II - Technical Writer III	2 3 3 3 2 2 2 3 3 1 2 2 3 3 3 2 2 3 3 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87 1.53 6.02 1.83 8.50
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30375 30390 30395 30461 30462 30463 30491	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Petroleum Supply Specialist - Photo-Optics Technician - Radiation Control Technician - Technical Writer II - Technical Writer III - Technical Writer III - Unexploded Ordnance (UXO) Technician I	2 3 3 3 2 2 2 3 3 3 3 2 2 3 3 3 3 2 2 3 3 3 3 3 2 2 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87 1.53 6.02 1.83 8.50 7.32
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30375 30390 30395 30461 30462 30463 30491 30492	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Petroleum Supply Specialist - Photo-Optics Technician - Radiation Control Technician - Technical Writer I - Technical Writer II - Technical Writer III - Unexploded Ordnance (UXO) Technician II	2 3 3 3 2 2 2 3 3 3 2 2 3 3 3 2 3 3 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87 1.53 6.02 1.83 8.50 7.32 3.06
30086 30090 30095 30210 30221 30222 30240 30361 30362 30363 30375 30390 30395 30461 30462 30463 30491 30492 30493	- Engineering Technician V - Engineering Technician VI - Environmental Technician - Evidence Control Specialist - Laboratory Technician - Latent Fingerprint Technician II - Latent Fingerprint Technician II - Mathematical Technician - Paralegal/Legal Assistant II - Paralegal/Legal Assistant III - Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV - Petroleum Supply Specialist - Photo-Optics Technician - Radiation Control Technician - Technical Writer II - Technical Writer III - Technical Writer III - Unexploded Ordnance (UXO) Technician I	2 3 3 3 2 2 2 3 3 3 2 2 3 3 3 2 3 3 3 3	5.76 1.76 8.03 0.04 5.78 1.24 4.18 7.75 4.09 9.02 3.57 8.82 4.87 1.53 6.02 1.83 8.50 7.32

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30495 - Unexploded (UXO) Sweep Personnel		27.32
30501 - Weather Forecaster I		28.55
30502 - Weather Forecaster II		34.72
30620 - Weather Observer Combined Upper Air Or	(see 2)	23.19
Surface Programs		
30621 - Weather Observer Senior	(see 2)	25.78
31000 - Transportation/Mobile Equipment Operation Oc	cupations	
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. 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 | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor

WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

| Wage Determination No.: 2015-5543 | Revision No.: 13

Daniel W. Simms Division of | Director Wage Determinations |

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

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01320	- Service Order Dispatcher	20.17
	- Supply Technician	28.56
	- Survey Worker	18.00
	- Switchboard Operator/Receptionist	16.28
	- 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
	- 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
	- 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
	- Furniture Refinisher Helper	16.17
	- Furniture Repairer Minor	18.34
	- Upholsterer	20.54
	General Services And Support Occupations	
11030	- Cleaner Vehicles	14.42
	- Elevator Operator	16.39
	- Gardener	21.34
	- Housekeeping Aide	16.39
	- Janitor	16.39
	- Laborer Grounds Maintenance	15.86
	- Maid or Houseman	14.05
	- Pruner	14.68
	- Tractor Operator	19.56
	- Trail Maintenance Worker	15.86
	- Window Cleaner	18.02
	Health Occupations	
	- Ambulance Driver	25.65
	- Breath Alcohol Technician	25.65
	- Certified Occupational Therapist Assistant	32.22
	- Certified Physical Therapist Assistant	33.23
	- Dental Assistant	18.92
	- Dental Hygienist	47.01
	- EKG Technician	35.59
	- Electroneurodiagnostic Technologist	35.59
	- Emergency Medical Technician	25.65
	- Licensed Practical Nurse I	22.92
12072	- Licensed Practical Nurse II	25.65

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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
		31.19
12305 - Radiologic Technologist		29.51
12311 - Registered Nurse I		
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		28.30
Administrator		
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		24 40
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		
14073 - Computer Programmer III	(see 1)	
	(see 1)	
14074 - Computer Programmer IV	(see 1) (see 1)	
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I	(see 1)	
14074 - Computer Programmer IV	(see 1) (see 1)	
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I	(see 1) (see 1) (see 1)	
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1) (see 1) (see 1) (see 1)	21.40
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1) (see 1) (see 1) (see 1)	21.40 29.68
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	(see 1) (see 1) (see 1) (see 1)	
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist	(see 1) (see 1) (see 1) (see 1)	29.68
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations	(see 1) (see 1) (see 1) (see 1) (see 1)	29.68
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist	(see 1) (see 1) (see 1) (see 1) (see 1)	29.68 37.56

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15030	- Air Crew Training Devices Instructor (Pilot)	44.39
	- Computer Based Training Specialist / Instructor	30.62
	- Educational Technologist	40.82
	- Flight Instructor (Pilot)	44.39
	- Graphic Artist	22.42
	- Maintenance Test Pilot Fixed Jet/Prop	41.46
	- Maintenance Test Pilot Rotary Wing	41.46
	- Non-Maintenance Test/Co-Pilot	41.46
	- Technical Instructor	28.36
	- Technical Instructor/Course Developer	32.54
	- Test Proctor	21.49
	- Tutor	21.49
	Laundry Dry-Cleaning Pressing And Related Occupat	
	- Assembler	18.43
	- Counter Attendant	18.43
	- Dry Cleaner	21.06
	- Finisher Flatwork Machine	18.43
	- Presser Hand	18.43
	- Presser Machine Drycleaning	18.43
	- Presser Machine Shirts	18.43
	- Presser Machine Wearing Apparel Laundry	18.43
	- Sewing Machine Operator	21.92
	- Tailor	22.80
	- Washer Machine	19.31
	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
	- Material Handling Laborer	14.72
	- Order Filler	16.28
	- Production Line Worker (Food Processing)	17.34
	- Shipping Packer	17.42
	- Shipping/Receiving Clerk	17.42
	- Store Worker I	14.47
	- Stock Clerk	18.35
	- Tools And Parts Attendant	17.34
	- Warehouse Specialist	17.34
	Mechanics And Maintenance And Repair Occupations	17.54
	- Aerospace Structural Welder	28.08
	•	21.70
	- Aircraft Logs and Records Technician	
	- Aircraft Mechanic I	26.68
	- Aircraft Mechanic II	28.08
	- Aircraft Mechanic III	29.74
	- Aircraft Mechanic Helper	18.35
	- Aircraft Painter	25.00
	- Aircraft Servicer	21.70
	- Aircraft Survival Flight Equipment Technician	25.00
	- Aircraft Worker	23.36
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	23.36
I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	26.68
II		
23110	- Appliance Mechanic	25.00
23120	- Bicycle Repairer	20.01
	- Cable Splicer	42.29
	- Carpenter Maintenance	25.98
	- Carpet Layer	23.36
	- Electrician Maintenance	30.09
	- Electronics Technician Maintenance I	26.22
	- Electronics Technician Maintenance II	28.08
	- Electronics Technician Maintenance III	29.95
	- Fabric Worker	21.70
23200	. 33. 10 Not No.	21.70

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23290	- Fire Alarm System Mechanic	26.68
	- Fire Extinguisher Repairer	20.01
	- Fuel Distribution System Mechanic	26.68
	- Fuel Distribution System Operator	20.01
	- General Maintenance Worker	21.45
	- Ground Support Equipment Mechanic	26.68
	- Ground Support Equipment Servicer	21.70
	- Ground Support Equipment Worker	23.36
	- Gunsmith I	20.01
	- Gunsmith II	23.36
23393	- Gunsmith III	26.68
	- Heating Ventilation And Air-Conditioning	22.72
Mechar	_	
23411	- Heating Ventilation And Air Contidioning	23.91
	nic (Research Facility)	
	- Heavy Equipment Mechanic	26.07
	- Heavy Equipment Operator	26.41
	- Instrument Mechanic	26.68
	- 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
	- Metrology Technician I	26.68
	- Metrology Technician II	28.08
	- Metrology Technician III	29.74
	- Millwright	30.04
	- Office Appliance Repairer	25.00
	- Painter Maintenance	22.86
23790	- Pipefitter Maintenance	29.30
	- Plumber Maintenance	27.84
23820	- Pneudraulic Systems Mechanic	26.68
	- Rigger	26.68
	- 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
	- Chore Aide	14.98
24620	- Family Readiness And Support Services	17.61
Coord	inator	
24630	- Homemaker	17.61
	Plant And System Operations Occupations	
25010	- Boiler Tender	27.31
25040	- Sewage Plant Operator	24.90
	- Stationary Engineer	27.31
	- Ventilation Equipment Tender	20.58
	- Water Treatment Plant Operator	24.90
	Protective Service Occupations	
27004	- Alarm Monitor	26.62
27007	- Baggage Inspector	17.55
	- Corrections Officer	31.00
	- Court Security Officer	30.54
	- Detection Dog Handler	22.01
27040	- Detention Officer	31.00

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27070	- Firefighter		30.70
	- Guard I		17.55
27102	- Guard II		22.01
27131	- Police Officer I		34.58
27132	- Police Officer II		38.42
	Recreation Occupations		
	- Carnival Equipment Operator		19.28
	- Carnival Equipment Repairer		21.03
	- Carnival Worker		14.47
	- Gate Attendant/Gate Tender		18.65
	- Lifeguard		14.52
	- Park Attendant (Aide)		20.85
	- Recreation Aide/Health Facility Attendant		15.19
	- Recreation Specialist		25.78
	- Sports Official		16.60
	- Swimming Pool Operator		24.55
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		27.81
	- Hatch Tender		27.81
	- Line Handler		27.81
	- Stevedore I		25.82
	- Stevedore II		29.78
	Technical Occupations		23.70
	- Air Traffic Control Specialist Center (HFO)	(see 2)	40.29
	- Air Traffic Control Specialist Station (HFO)		27.78
	- Air Traffic Control Specialist Terminal (HFO)		30.59
	- Archeological Technician I	(300 2)	16.70
	- Archeological Technician II		18.69
	- Archeological Technician III		24.07
	- Cartographic Technician		25.48
	- Civil Engineering Technician		28.64
	- Cryogenic Technician I		25.63
	- Cryogenic Technician II		28.31
	- Drafter/CAD Operator I		16.70
	- Drafter/CAD Operator II		18.69
	- Drafter/CAD Operator III		20.83
	- Drafter/CAD Operator IV		25.63
	- Engineering Technician I		16.35
	- Engineering Technician II		18.35
	- Engineering Technician III		20.53
	- Engineering Technician IV		25.43
	- Engineering Technician V		31.11
	- Engineering Technician VI		38.46
	- Environmental Technician		23.15
	- Evidence Control Specialist		23.15
	- Laboratory Technician		23.90
	- Latent Fingerprint Technician I		25.63
	- Latent Fingerprint Technician II		28.31
	- Mathematical Technician		23.15
	- Paralegal/Legal Assistant I		19.44
	- Paralegal/Legal Assistant II		24.08
	- Paralegal/Legal Assistant III		29.45
	- Paralegal/Legal Assistant IV		35.64
	- Petroleum Supply Specialist		28.31
	- Photo-Optics Technician		22.36
	- Radiation Control Technician		28.31
	- Technical Writer I		23.15
	- Technical Writer II		28.31
	- Technical Writer III		34.26
	- Unexploded Ordnance (UXO) Technician I		25.60
	- Unexploded Ordnance (UXO) Technician II		30.98
	- Unexploded Ordnance (UXO) Technician III		37.13
	- Unexploded (UXO) Safety Escort		25.60
	- Unexploded (UXO) Sweep Personnel		25.60
	- Weather Forecaster I		25.63
20201	weather forecaster 1		20.00

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30502 - Weather Forecaster II		31.18
30620 - Weather Observer Combined Upper Air Or	(see 2)	20.83
Surface Programs		
30621 - Weather Observer Senior	(see 2)	22.83
31000 - Transportation/Mobile Equipment Operation Oc	ccupations	
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.

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 | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAG

WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Wage Determination No.: 2015-5572 Revision No.: 11

Daniel W. Simms Division of Director Wage Determinations | I

Date Of Last Revision: 07/02/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: Oregon

Area: Oregon County of Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.13
01012 - Accounting Clerk II		16.98
01013 - Accounting Clerk III		19.00
01020 - Administrative Assistant		28.20
01035 - Court Reporter		17.70
01041 - Customer Service Representative I		13.27
01042 - Customer Service Representative II		14.91
01043 - Customer Service Representative III		16.27
01051 - Data Entry Operator I		14.69
01052 - Data Entry Operator II		16.02
01060 - Dispatcher Motor Vehicle		18.24
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		13.60
01112 - General Clerk II		14.83
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.74
01141 - Messenger Courier		14.23
01191 - Order Clerk I		14.12
01192 - Order Clerk II		15.41
01261 - Personnel Assistant (Employment) I		15.41
01262 - Personnel Assistant (Employment) II		17.25
01263 - Personnel Assistant (Employment) III		19.23
01270 - Production Control Clerk		19.36
01290 - Rental Clerk		15.24
01300 - Scheduler Maintenance		15.82

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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	27.42
05005 - Automobile Body Repairer Fiberglass	27.42
05010 - Automotive Electrician 05040 - Automotive Glass Installer	19.24
05070 - Automotive Worker	18.18 18.18
05110 - Mobile Equipment Servicer	15.18
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	22.00
	22.86
12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	22.86 31.81
12012 - Certified Occupational Therapist Assistant 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
	23.30

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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		26.51
Administrator		
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		_007.
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	(300 1)	16.61
14160 - Personal Computer Support Lechnician		
14160 - Personal Computer Support Technician 14170 - System Support Specialist		25.15 28.53

15000	Instructional Occupations	
		20.02
	- Aircrew Training Devices Instructor (Non-Rated)	28.92
	- Aircrew Training Devices Instructor (Rated)	34.98
	- Air Crew Training Devices Instructor (Pilot)	41.93
	- Computer Based Training Specialist / Instructor	28.92
	- Educational Technologist	34.16
15070	- Flight Instructor (Pilot)	41.93
15080	- Graphic Artist	22.84
	- Maintenance Test Pilot Fixed Jet/Prop	41.93
	- Maintenance Test Pilot Rotary Wing	41.93
	- Non-Maintenance Test/Co-Pilot	41.93
	- Technical Instructor	22.43
	- Technical Instructor/Course Developer	27.69
	- Test Proctor	18.27
	- Tutor	18.27
		18.27
	Laundry Dry-Cleaning Pressing And Related Occupations	44.60
	- Assembler	14.63
	- Counter Attendant	14.63
	- 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
	- Sewing Machine Operator	17.43
	- Tailor	18.13
	- Washer Machine	15.33
	Machine Tool Operation And Repair Occupations	13.33
	- Machine-Tool Operator (Tool Room)	23.76
	- Tool And Die Maker	29.00
		29.00
	Materials Handling And Packing Occupations	10.16
	- Forklift Operator	19.16
	- Material Coordinator	19.36
	- Material Expediter	19.36
	- Material Handling Laborer	15.36
	- 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
	- Tools And Parts Attendant	19.16
	- Warehouse Specialist	19.16
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	30.45
	- Aircraft Logs and Records Technician	24.33
	- Aircraft Mechanic I	28.96
	- Aircraft Mechanic II	30.45
	- Aircraft Mechanic III	31.98
	- Aircraft Mechanic Helper	21.26
	- Aircraft Painter	27.45
	- Aircraft Servicer	24.33
	- Aircraft Survival Flight Equipment Technician	27.45
	- Aircraft Worker	25.94
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	25.94
I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	28.96
II		
23110	- Appliance Mechanic	23.30
	- Bicycle Repairer	18.40
	- Cable Splicer	25.10
	- Carpenter Maintenance	22.27
	- Carpet Layer	22.48
	- Electrician Maintenance	29.08
	- Electronics Technician Maintenance I	23.66

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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	20.67
Mechanic	20:07
	21 72
23411 - Heating Ventilation And Air Contidioning	21.73
Mechanic (Research Facility)	05.44
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
	25.10
23591 - Metrology Technician I	
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
<u> </u>	
24570 - Child Care Attendant	12.13
24580 - Child Care Center Clerk	15.13
24610 - Chore Aide	13.43
24620 - Family Readiness And Support Services	18.48
Coordinator	
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	<u>-</u>
27004 - Alarm Monitor	32.86
27007 - Baggage Inspector	14.37
27008 - Corrections Officer	29.62

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27010	- Court Security Officer	29	.62
	- Detection Dog Handler	16	.08
	- Detention Officer	29	.62
27070	- Firefighter	29	.62
	- Guard I	14	1.37
27102	- Guard II		.08
	- Police Officer I		3.24
	- Police Officer II		.94
	Recreation Occupations		
	- Carnival Equipment Operator	15	.13
	- Carnival Equipment Repairer	16	.18
	- Carnival Worker	11	85
	- Gate Attendant/Gate Tender	15	.59
	- Lifeguard	11	.90
	- Park Attendant (Aide)	17	.44
	- Recreation Aide/Health Facility Attendant		2.73
	- Recreation Specialist		.60
	- Sports Official		3.89
	- Swimming Pool Operator		3.73
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer	22	2.48
	- Hatch Tender		2.48
	- Line Handler		2.48
	- Stevedore I		09
	- Stevedore II		3.79
	Technical Occupations	23	, , , ,
	- Air Traffic Control Specialist Center (HFO)	(see 2) 39.	29
	- Air Traffic Control Specialist Station (HFO)		
	- Air Traffic Control Specialist Terminal (HFO)		
	- Archeological Technician I		7.07
	- Archeological Technician II		.10
	- Archeological Technician III		3.65
	- Cartographic Technician		3.65
	- Civil Engineering Technician		3.84
	- Cryogenic Technician I		1.23
	- Cryogenic Technician II		5.76
	- Drafter/CAD Operator I		7.07
	- Drafter/CAD Operator II		.10
	- Drafter/CAD Operator III		29
	- Drafter/CAD Operator IV		5.20
	- Engineering Technician I		5.92
	- Engineering Technician II		7.87
	- Engineering Technician III		.99
	- Engineering Technician IV		1.76
	- Engineering Technician V).29
	- Engineering Technician VI		5.65
	- Environmental Technician		3.65
	- Evidence Control Specialist		87
	·		
	- Laboratory Technician - Latent Fingerprint Technician I		01 23
	Latent Fingerprint Technician IIMathematical Technician		3.76 3.65
	- Paralegal/Legal Assistant I		9.17
	Paralegal/Legal Assistant IIParalegal/Legal Assistant III		3.75 9.05
	- Paralegal/Legal Assistant IV		5.16
			5.76
	- Petroleum Supply Specialist		3.65
	- Photo-Optics Technician		
	- Radiation Control Technician - Technical Writer I		.76
			5.76
36462	Tochnical Uniton II	17	, /n
20462	- Technical Writer II		
	- Technical Writer III	32	2.37
30491	Technical Writer IIIUnexploded Ordnance (UXO) Technician I	32 25	2.37
30491 30492	- Technical Writer III	32 25 30	2.37

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30494 - Unexploded (UXO) Safety Escort		25.35
30495 - Unexploded (UXO) 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 Oc	cupations	
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))."

AMENDME	ENT OF SOLICITATION/MODIFICA	ATION OF CONTRACT		1. CONTRACT D CODE	F	PAGE OF	PAGES
2. AMENDME	NT/MODIFICATION NO.	3. EFFECTIVE DATE	4. RI	EQUISITION/PURCHASE REQ. NO.	5. PRC	1 DJECT NO.	(If applicable)
P00029		See Block 16C					
6. ISSUED BY	CODE	70CDCR	7. A	DMINISTERED BY (If other than Item 6)	CODE	ICE/I	DCR
U.S. Im		Enforcement	Im Of 80	E/Detention Compliance & migration and Customs Enfice of Acquisition Mana 1 I Street NW, shington DC 205	force	ement	
8. NAME AND	ADDRESS OF CONTRACTOR (No., street,	county, State and ZIP Code)	(x) S	PA. AMENDMENT OF SOLICITATION NO.			
ana anar	ID THE MILE		(^)				
	JP INC THE CHNOLOGY WAY		ç	BB. DATED (SEE ITEM 11)			
	ON FL 33431			,			
				MAN MODIFICATION OF CONTRACTIONDED N			
			X	10A. MODIFICATION OF CONTRACT/ORDER N HSCEDM-15-D-00015	O.		
			1	10B. DATED (SEE ITEM 13)			
CODE 61	.27064650000	FAC LITY CODE		09/24/2015			
		11. THIS ITEM ONLY APPLIES TO	AMENI	DMENTS OF SOLICITATIONS			
virtue of this	s amendment you desire to change an offer the solicitation and this amendment, and i IT NG AND APPROPRIATION DATA (If requ edule	r already submitted , such change may to is received prior to the opening hour and uired)	be mad d date s	PECIFIED MAY RESULT IN REJECTION OF YO le by telegram or letter, provided each telegram o specified. MODIFIES THE CONTRACT/ORDER NO. AS DE	or letter n	makes	14.
CHECK ONE				NGES SET FORTH IN ITEM 14 ARE MADE IN TI			
	appropriation date, etc.) SET FORTH	TORDER IS MODIFED TO REFLECT IN ITEM 14, PURSUANT TO THE AUT	HORIT	ADM NISTRATIVE CHANGES (such as changes in TY OF FAR 43.103(b).	n payıng	g office,	
	C. THIS SUPPLEMENTAL AGREEMENT	T IS ENTERED INTO PURSUANT TO A	UTHO	RITY OF:			
	D. OTHER (Specify type of modification	and authority)					
X	FAR 52.243-1 Changes	-Fixed-Price					
E. IMPORTAN	T Contractor ☐ is not,	x is required to sign this document an	d retur	rn1 copies to the issuin	g office.		
14. DESCRIP	TION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, in	cluding	g solicitation/contract subject matter where feasib	ole.)		
DUNS Nur							
COR POC	@ice.d	253-779- ns.gov					
A-COR PO	509-5	574-					
WebView	POC: @ice.dhs.go	206-277- ov					
Alternat Continue	te WebView POC:	206-277-					
Except as pro		e document referenced in Item 9 A or 10	DA as	heretofore changed remains unchanged and in f	ull force	and effect.	
ION. HINIVIL A	Executive Vice	e President					
	OR	15C. DATE SIGNED					
	g lally signed by Amber D Ma tin cm-Amber D Ma tin co. The GGD Group on all-amortimopacopracy com culfs to 2021 to 27% CD 14 6400						
	son authorized to sign)	10/27/2021					

NAME OF OFFEROR OR CONTRACTOR GEO GROUP INC THE

ITEM NO.	SUPPL ES/SERVICES	QUANTITY		UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	@ice.dhs.gov				
	Contracting Officer: 202-805-				
	@ice.dhs.gov				
	Contract Charialists				
	Contract Specialist: 202-732- @ice.dns.gov				
	erce.ans.gov				
	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.				
	244 Durant				
	Attachment: Attachment 1				
	Period of Performance: 09/28/2020 to 09/27/2025				
	Tellod of reflormance. 05/20/2020 to 05/21/2025				
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AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT D CODE		PAGE OF PAGES
	NT/MODIFICATION NO.	3. EFFECTIVE DATE	14 BE	QUISITION/PURCHASE REQ. NO.	E DD	1 3 OJECT NO. (If applicable)
	NT/MODIFICATION NO.		N/A		5. PK	OJECT NO. (II applicable)
P00030 6. ISSUED BY	CODE	See Block 16C 70CDCR		DMINISTERED BY (If other than Item 6)	CODE	ICE/DCR
U.S. Im	· ·	OVALS Enforcement	Imm Off 801	E/Detention Compliance migration and Customs Nation of Acquisition Manual I Street NW, Shington DC 205	Enforc	novals
8 NAME AND	ADDRESS OF CONTRACTOR (No., street,	county State and 7/P Code)	10	A AMENDMENT OF SOLICITATION NO		
GEO GROU 1955 TEC	JP INC THE CHNOLOGY WAY	county, State and 21P Code)	91	A. AMENDMENT OF SOLICITATION NO. B. DATED (SEE ITEM 11) OA. MODIFICATION OF CONTRACT/ORDE ISCEDM-15-D-00015	R NO.	
				0B. DATED (SEE ITEM 13)		
CODE 61	.27064650000	FAC LITY CODE		09/24/2015		
	.270010000	11. THIS ITEM ONLY APPLIES				
reference to 12. ACCOUNT	othe solicitation and this amendment, and in TNG AND APPROPRIATION DATA (If requivalent) be added by iss 13. THIS ITEM ONLY APPLIES TO MO	is received prior to the opening hour uired) uance of Task Orde ODIFICATION OF CONTRACTS/OR	and date s	MODIFIES THE CONTRACT/ORDER NO. AS	DESCRIBE	ED IN ITEM 14.
		CT/ORDER IS MODIF ED TO REFLE I N ITEM 14, PURSUANT TO THE	ECT THE AI AUTHORIT	IGES SET FORTH IN ITEM 14 ARE MADE I DM NISTRATIVE CHANGES (such as chang Y OF FAR 43.103(b). RITY OF:		
V	D. OTHER (Specify type of modification	• /				
X	FAR 52.243-1 Changes		t and ration	1 copies to the iss	uina office	
14 DESCRIP		is required to sign this documer Organized by LICE section heading		n copies to the iss solicitation/contract subject matter where fe		•
OUNS Nur	· · · · · · · · · · · · · · · · · · ·	Organized by OOF Section neading	s, morading	Solicitation recontract Subject matter where te	asibic.)	
COR POC:			mail a	@ice.dhs.		e.dhs.gov
rogram	503					
MebView	POC:	206-277- , e-	·mail a	@.	ice.dh	ıs.gov
Alternat	te WebView POC:	206-277-	e-mai	@ice.	dhs.gc	V
			. e-	-mail at	n@ic	
Contract	ting Officer:	949-943-	,		110 110	e.dhs.gov
		949-943-	,		110 110	e.dhs.gov
Continue Except as pro	ed		·	neretofore changed remains unchanged and		-
Continue	ed vided herein, all terms and conditions of the	e document referenced in Item 9 A o	or 10A_as h	neretofore changed remains unchanged and		-

 CONTINUATION SHEET
 REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00030
 PAGE 0F 2
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NAME OF OFFEROR OR CONTRACTOR GEO GROUP INC THE

ITEM NO.	SUPPL ES/SERVICES	QUANTITY		UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	Contract Specialist:		П		
	202-732- , e-mail at		П		
	@ice.dhs.gov				
	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				
	Discount Terms:		П		
	Net 30		П		
	Period of Performance: 09/28/2020 to 09/27/2025				
	711 71 5007 5-11				
	Add Item 5007 as follows:				
5007	Supplementary Healthy Snack Options		EΑ	0.00	0.00
	Product/Service Code: S206		П		
	Product/Service Description: HOUSEKEEPING- GUARD				
	Add Item 5007A as follows:				
	ndd 166m 500/11 db 16116mb.				
5007A	Supplementary Healthy Snacks Option A - Snack		EA		0.00
	Kits at per snack, includes 5 items:				
	(1) Keefe, Fresh Catch Mackeral, 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, Sqeezum Peanut Butter Squeeze, 2 Oz,				
	Item 80003920				
	Product/Service Code: S206				
	Product/Service Description: HOUSEKEEPING- GUARD				
	Add Item 5007B as follows:				
E007D	Guardana de la Carala Carala De Carala				0.00
5007B	Supplementary Healthy Snacks Option B - Snack Kits at per snack, includes 9 items:		EA		0.00
	per black, included 5 result.				
	(1) Keefe, Fresh Catch Mackeral, Item 4385		П		
	(1) Keefe, Keebler Club Crackers, 5.25 Oz, Item		П		
	80000896	1			
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NAME OF OFFEROR OR CONTRACTOR

EM NO.	SUPPL ES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	(1) Keefe, Bushy Creek Summer Sausage Hot &		П		
	Spicy, 1.625 Oz, Item 80001716				
	(1) Keefe, Gen Pretzels, Small Bag, 1.5 Oz, Item				
	2015				
	(1) Keefe, Moon Lodge Popcorn Caramel, 3.53 Oz,				
	Item 7758 (1) Keefe, King Nut Snack Mix, Student Mix, 3.75				
	Oz, Item 80003372				
	(1) Keefe, Trails Best Beef Stick, Beef & Cheese,				
	1 Oz, Item 80008893				
	(1) Keefe, Moon Lodge Peanuts, Roasted & Salted,				
	1.75 Oz, Item 7550				
	(1) Keefe, Sqeezum Peanut Butter Squeeze, 2 Oz,				
	Item 80003920				
	Product/Service Code: S206				
	Product/Service Description: HOUSEKEEPING- GUARD				
	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.				
	order rever.				
	All other terms and conditions within the				
	referenced IDIQ remain the same.		H		
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	NT OF SOLICITATION/MODIFIC	ATION OF CONTRACT	1. CONTRACT D CODE	PAGE OF PAGES
				1 2
	NT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
P00031 6. ISSUED BY	CODE	See Block 16C	7. ADMINISTERED BY (If other than Item 6)	CODE TOE/DOR
DETENTION U.S. Imp	ON COMPLIANCE AND REM migration and Customs of Acquisition Manage T NW,	Enforcement	ICE/Detention Compliand Immigration and Customs Office of Acquisition N 801 I Street NW, Washington DC 205	ce & Removals s Enforcement
8 NAME AND	ADDRESS OF CONTRACTOR (No., street	t county State and 7/P Code)	(v) 9A. AMENDMENT OF SOLICITATION NO	
GEO GROU 4955 TEC	JP INC THE CHNOLOGY WAY TON FL 33431	, county, state and zir code)	9B. DATED (SEE ITEM 11)	
			x 10A. MODIFICATION OF CONTRACT/OR HSCEDM-15-D-00015	DER NO.
CODE 61	.27064650000	FAC LITY CODE	09/24/2015	
	.2,0010000		TO AMENDMENTS OF SOLICITATIONS	
virtue of this reference to	s amendment you desire to change an offe the solicitation and this amendment, and TNG AND APPROPRIATION DATA (If requeed alle	er already submitted , such change m is received prior to the opening hour uired)	D DATE SPECIFIED MAY RESULT IN REJECTION hay be made by telegram or letter, provided each tele and date specified. DERS. IT MODIFIES THE CONTRACT/ORDER NO.	egram or letter makes
CHECK ONE	ORDER NO. IN ITEM 10A.		THE CHANGES SET FORTH IN ITEM 14 ARE MAD ECT THE ADM NISTRATIVE CHANGES (such as ch AUTHORITY OF FAR 43.103(b).	
	C. THIS SUPPLEMENTAL AGREEMEN	T IS ENTERED INTO PURSUANT T	O AUTHORITY OF:	
	D. OTHER (Specify type of modification	and authority)		
Х	FAR 43.103(a) Bilate	eral Modification		
E. IMPORTAN	T Contractor ☐ is not.	X is required to sign this documen	nt and return1 copies to the	e issuing office.
		(Organized by UCF section heading	s, including solicitation/contract subject matter when	e feasible.)
DUNS Nun COR POC:		253-779- , e-	mail at	@ice.dhs.gov
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Program	POC: 50	9-574-, e-mail	@ice.dhs	s.gov
			mail at	@ice.dhs.gov
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Program WebView Alternat Contract	POC: te WebView POC: ting Officer:	206-277-, e-206-277-, e-949-943-	mail at e-mail at e-mail at	@ice.dhs.gov e.dhs.gov
Program WebView Alternat Contract	POC: te WebView POC: ting Officer:	206-277-, e-206-277-, e-949-943-	mail at e-mail at e-mail at	@ice.dhs.gov e.dhs.gov
Program WebView Alternat Contract	POC: te WebView POC: ting Officer: ed vided herein, all terms and conditions of the	206-277-, e-206-277-, e-306-277-, e-306-27	mail at e-mail at e-mail at	@ice.dhs.gov e.dhs.gov
Program WebView Alternat Contract	POC: te WebView POC: ting Officer: ed vided herein, all terms and conditions of the SIGNER (Type or print)	206-277-, e-206-277-, e-306-277-, e-306-27	e-mail at e-mail at or 10A	@ice.dhs.gov e.dhs.gov

 CONTINUATION SHEET
 REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00031
 PAGE OF 2
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NAME OF OFFEROR OR CONTRACTOR
GEO. GROUP INC. THE

TEM NO.	SUPPL ES/SERVICES	QUANTITY		UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	Contract Specialist:				
	202-732 , e-mail at				
	@ice.dhs.gov				
	The purpose of this modification is to add the revised Staffing Plans.				
		ļ			
	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)				
	LIST OF CHANGES: Reason for Modification: Other Administrative Action				
	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.				
	All other terms and conditions within the referenced IDIQ remain the same.				
		l			

AMERICAN TRADEPISATION NO. 3 EFFECTIVE DATE 80033 8 OCC PIOCK 15C 7 AMERICAN TRADEPISATION COMPLIANCE AND REMOVALS 10.1 STEPPISATION COMPLIANCE AND REMOVALS 11.8 Immagration and Customs Enforcement 07 Fice of Acquisition Management 08 Fice of Acquisition Management 08 Fice of Acquisition Management 09 Fice of Acquisition Management 09 Fice of Acquisition Management 00 Fice o	AMENDMENT OF SOLICITATION/MODIFIC	ATION OF CONTRACT		1. CONTRACT D CODE		PAGE OF PAGES		
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SEC GROUP INC THE 1955 TECHNOLOGY WAY 30CA RATON FL 33431 X	U.S. Immigration and Customs Office of Acquisition Manage 801 I ST NW,	MOVALS S Enforcement	Immi Offi 801	gration and Customs ce of Acquisition Ma I Street NW,	Enforc	ovals		
SOCIA RATON FL 33431 SOCIA RATON FL 33431	8. NAME AND ADDRESS OF CONTRACTOR (No., stree)	t, county, State and ZIP Code)	() 9A. A	AMENDMENT OF SOLICITATION NO.				
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11. THIS ITEM ONLY APPLIES TO AMENOMENTS OF SOLICITATIONS The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for recept of Offers 10 offers must acknowledge receipt of this amendment in the hour and date specified five solicitation or as amended. by one of the following methods: (a) By completing 10 tem 8 and 15, and seturning copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By 11 separate letter or begram which includes a reference to the solicitation and amendment numbers. A LURGE OF YOUR ACKNOWLEDGEADT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFED MAY RESULT IN REJECTION OF YOUR OFFER If by 12 separate letter to change and five amendment, and is received prior to the opening hour and date specified. 13 11 SET THIS TIEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14. 14 2 THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority). THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT 15 2 THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADM INSTRATIVE CHANGES (such as changes in paying office. 15 2 THE ABOVE NUMBERED CONTRACT/ORDER IS DETERMINED IN THE AUTHORITY OF. 16 2 THE ABOVE NUMBERED CONTRACT/ORDER IS DETERMINED IN THE AUTHORITY OF. 17 2 THE ABOVE NUMBERED CONTRACT/ORDER IS DETERMINED IN THE AUTHORITY OF. 18 3 THE ABOVE NUMBERED CONTRACT/ORDER IS DETERMINED IN THE AUTHORITY OF. 29 4 THE ABOVE NUMBER OF AMENDMENT/ADMINISTRATIVE CHANGES (such as changes in paying office. 20 1 THE ABOVE NUMBER OF AMENDMENT/ADMINISTRATIVE CHANGES (such as changes in paying office. 20 1 THE ABOVE NUMBER OF AMENDMENT/ADMINISTRATIVE CHANGES (such as changes in paying office. 20 1 THE ABOVE NUMBER OF AMENDMENT/ADMINISTRATIVE CHANGES (such as changes in paying office. 20 1 THE ABOVE NUMBER OF AMENDMENT/ADMINISTRATIVE CHANGES (such as changes in paying office. 20 2 1 THIS SURPRISED OF AM	0005	TEACHTY CODE		,				
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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 stems 8 and 15, and returning one in the most marker (b) By advanceding needs of this amendment on each orgot the offer submitted or (o) By appeared lettle or letiogram which includes a reference to the solicitation and amendment numbers. FA LURE OF YOUR ACKNOWLE DEGMENT TO BE RECEIVED AT THE PLACE DEGISTOR FOR PERFORMENT TO BE RECEIVED AT THE PLACE DEGISTOR OF RECEIVED AND THE PLACE DEGISTOR OF THE YOUR ACKNOWLE DEGMENT TO BE RECEIVED AT THE PLACE DEGISTOR OF THE YOUR ACKNOWLE DEGMENT TO BE RECEIVED AT THE YOUR ACKNOWLE DEGMENT TO BE RECEIVED AND THE YOUR ACKNOWLE DEGMENT TO BE RECEIVED AND THE YOUR ACKNOWLE DEGMENT TO BE RECEIVED AT THE YOUR ACKNOWLE DEGMENT TO BE RECEIVED AT THE YOUR ACKNOWLE DEGMENT TO BE RECEIVED AND THE YOUR ACKNOWLE DEGMENT THE YOUR ACKNOWLE DEGMENT TO BE RECEIVED AND THE YOUR ACKNOWLE DEGMENT TO BE ACKNOWLE		11. THIS ITEM ONLY APPLIE	S TO AMENDME	NTS OF SOLICITATIONS				
B. THE ABOVE NUMBERED CONTRACTIORDER IS MODIF ED TO REFLECT THE ADM NISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH NITEM 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) Bilateral Modification / FAR 52.222-43 Fair Labor Standards Act and Service Contract Act-Price Adjustment E. IMPORTANT Contractor Is not. Is not. Is required to sign this document and return contract in the DECRETION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) DUNS Number: 612706465 COR POC: 253-779- , e-mail at Gice.dhs.gov Program POC: 206-277- , e-mail at Gice.dhs.gov Program POC: 206-277- , e-mail at Gice.dhs.gov Contracting Officer: 949-943- , e-mail at Gice.dhs.gov Contracting Officer: 949-943- , e-mail at Gice.dhs.gov Contracting Officer: 949-943- , e-mail at Gice.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 DR 15C. DATE SIGNED 12/22/2021	reference to the solicitation and this amendment, and 12. ACCOUNT NG AND APPROPRIATION DATA (If req All funding continues to be 13. THIS ITEM ONLY APPLIES TO M	is received prior to the opening houried) obligated at the	task ord	der level DIFIES THE CONTRACT/ORDER NO. AS	S DESCRIBE	ED IN ITEM 14.		
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: D. OTHER (Specify type of modification and authority)	ORDER NO. IN ITEM 10A.							
D.OTHER (Specify type of modification and authority) X Bilateral Modification / FRR 52.222-43 Fair Labor Standards Act and Service Contract Act-Price Adjustment E.IMPORTANT Contractor								
Bilateral Modification / FAR 52.222-43 Fair Labor Standards Act and Service Contract Act-Price Adjustment E.IMPORTANT Contractor	C. THIS SUPPLEMENTAL AGREEMEN	IT IS ENTERED INTO PURSUAN	T TO AUTHORIT	Y OF:				
E. IMPORTANT Contractor so not. Sis 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: 253-779- , e-mail at @ice.dhs.gov Program POC: 509-574- , e-mail at @ice.dhs.gov WebView POC: 206-277- , e-mail at @ice.dhs.gov Alternate WebView POC: 206-277- , e-mail at @ice.dhs.gov Contracting Officer: 949-943- , e-mail at @ice.dhs.gov Contracting Officer: 949-943- , e-mail at @ice.dhs.gov 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 12/22/2021	D. OTHER (Specify type of modification	and authority)						
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.) DUNS Number: 612706465 COR POC: 253-779- , e-mail at @ice.dhs.gov Program POC: 509-574- , e-mail at @ice.dhs.gov NebView POC: 206-277- , e-mail at @ice.dhs.gov Alternate WebView POC: 206-277- , e-mail at @ice.dhs.gov Contracting Officer: 949-943- , e-mail at @ice.dhs.gov Contracting Officer: 949-943- , e-mail at @ice.dhs.gov Contracting Officer: 949-943- , e-mail at @ice.dhs.gov Contracting Officer: 150-05-05-05-05-05-05-05-05-05-05-05-05-0	X Bilateral Modification /	FAR 52.222-43 Fair La	abor Standa	ards Act and Service Cont	ract Act	-Price Adjustment		
Program POC: 509-574- NebView POC: 206-277- , e-mail at Gice.dhs.gov 206-277- As heretofore changed remains unchanged and in full force and effect. 206-277- 207-277- 208-277- 208-277- 209-943- 209-	E. IMPORTANT Contractor is not.	X is required to sign this docum	nent and return		ssuing office.			
Program POC: 509-574- , e-mail at @ice.dhs.gov NebView POC: 206-277- , e-mail at @ice.dhs.gov Alternate WebView POC: 206-277- , e-mail at @ice.dhs.gov Contracting Officer: 949-943- , e-mail at @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 DR DR DR DR DR DR DR DR	14. DESCRIPTION OF AMENDMENT/MODIFICATION	(Organized by UCF section headi	ngs, including so	licitation/contract subject matter where for	feasible.)			
Program POC: 509-574- , e-mail at @ice.dhs.gov Alternate WebView POC: 206-277- , e-mail at @ice.dhs.gov Contracting Officer: 949-943- , e-mail at @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 15C. DATE SIGNED 12/22/2021		050 770			0 :	11		
WebView POC: 206-277- , e-mail at @ice.dhs.gov 206-277- , e-mail at @ice.dhs.gov Contracting Officer: 949-943- , e-mail at @ice.dhs.gov Continued Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10 A as heretofore changed remains unchanged and in full force and effect. SIGNER (Type or print) Executive Vice President OR DR DR DR DR DR DR DR DR DR	LUK PUC:	Z33-//9-	e-maıı at		@1 C	e.ans.gov		
Alternate WebView POC: 206-277- , e-mail at @ice.dhs.gov Contracting Officer: 949-943- , e-mail at @ice.dhs.gov Continued Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10 A as heretofore changed remains unchanged and in full force and effect. SIGNER (Type or print) Executive Vice President OR Option/grouply prints State Company Com	Program POC: 50	9-574-, e-mai	il at	@ice.dhs.	.gov			
Contracting Officer: 949-943- , e-mail at 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 Depth signed by where D Ma in Condeter D Matin C-Table SIG. DATE SIGNED 12/2/28/17 (1979) 12/22/2021	WebView POC:	206-277-	e-mail at	@	eice.dh	s.gov		
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 Digitally signed by Andre ID No 11 in Inc. Andre ID Marin - Changed Marin - Chine GIO cup on Inc. Inc. DATE SIGNED 12/22/2021	Alternate WebView POC:	206-277-	, e-mail	eice.	.dhs.go	V		
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 OR Digitally speed by Inhere D Ma to a condition of the document referenced in Item 9 A or 10A as heretofore changed remains unchanged and in full force and effect. 15C. DATE SIGNED 12/22/2021	Contracting Officer:	949-94	13-	e-mail at		@ice.dhs.gov		
Executive Vice President OR Digital speedy select D Ms to. OR 15C. DATE SIGNED 12/22/2021	Continued							
Executive Vice President OR Digital regardity select D Ms tin Digital re		ne document referenced in Item 9	A or 10A as here	etofore changed remains unchanged an	d in full force	and effect.		
OR Digitally signed by Ambier D Ma Sin		e President						
Digital signated by schedu D Alls sin Disconfident Martin de LOG caup cas Anti-amentation propogous com c-u1s Disconfident 222 de Alls 4 recognition Disconfident 222 de Alls	Executive vic							
senal - amartini glogogogo com c-US								
on authorized to sign)	email-amartini@geogroup.com c=US Date 2021 12 22 08 24 37 05 00'	12/22/2	021					

 CONTINUATION SHEET
 REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00032
 PAGE OF 2
 4

NAME OF OFFEROR OR CONTRACTOR

ITEM NO.	SUPPL ES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	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: 1) To change Guaranteed Minimum Rate 2) To change Above 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) Rate changes effective date, see below CLINs. Discount Terms: Net 30 Period of Performance: 09/28/2020 to 09/27/2025 Change Item 5001A to read as follows (amount shown				
5001 A	Detention Bed Days, Guaranteed Minimum Beds, Beds/Day. (days = days = days). Unit of Issue DA is equivalent to Bed-Day.				0.
	Ordering Period: 09/28/2021-09/27/2025 Annual Rate 09/28/2021-09/27/2022: Unit Price /DA; NTE Annual Rate 09/28/2022-09/27/2023: Unit Price /DA; NTE Annual Rate 09/28/2023-09/27/2024: Unit Price /DA; NTE Annual Rate 09/28/2023-09/27/2025: Unit Price /DA; NTE TOTAL CLIN NTE AMOUNT: Change Item 5001B to read as follows(amount shown is the total amount):				
5001B	Detention Bed Days, Above Guaranteed Minimum, Beds of . (=). Unit of Issue DA is equivalent to Bed-Day. Ordering Period: 09/28/2021-09/27/2025 Annual Rate 09/28/2021-09/27/2022: Unit Price /DA; NTE Annual Rate 09/28/2022-09/27/2023: Unit Price Continued				0.

 CONTINUATION SHEET
 REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00032
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NAME OF OFFEROR OR CONTRACTOR GEO GROUP INC THE

ITEM NO.	SUPPL ES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	/DA; NTE Annual Rate 09/28/2023-09/21/2024: Unit Price /DA; NTE Annual Rate 09/28/2024-09/21/2025: Unit Price /DA; NTE TOTAL CLIN NTE AMOUNT:				
	Change Item 5002A to read as follows(amount shown is the total amount):				
5002A	Transportation Fixed Flat Rate for Twenty Vehicles. Unit of Issue MO is equivalent to Month. The vehicles are:				
	1. Bus 2. Transporters 3. Utility Vehicle 4. ADA Van 5. 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 /MO; NTE 2 Annual Rate 09/28/2022-09/27/2023: Unit Price /MO; NTE Annual Rate 09/28/2023-09/27/2024: Unit Price /MO; NTE Annual Rate 09/28/2024-09/27/2025: Unit Price /MO; NTE				
	TOTAL CLIN NTE AMOUNT: Change Item 5002E to read as follows(amount shown is the total amount):				
5002E	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				

 CONTINUATION SHEET
 REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00032
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NAME OF OFFEROR OR CONTRACTOR

ITEM NO.	SUPPL ES/SERVICES	QUANTITY		UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	The NTE hours is year at /hourly rate; /YR. Ordering Period: 09/28/2021-09/27/2025 Annual NTE Amount: TOTAL CLIN NTE AMOUNT:				
	Change Item 5002F to read as follows(amount shown is the total amount):				
5002F	Transportation Fixed and Flat Rate including vehicles for Yakima Washington. Unit of Issue MO is equivalent to month.				
	Yakima, Washington: Van and Transporter				
	OUnit 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 /MO; NTE				
ļ	Annual Rate 09/28/2022-09/21/2023: Unit Price /MO; NTE Annual Rate 09/28/2023-09/21/2024: Unit Price /MO; NTE Annual Rate 09/28/2024-09/21/2025: Unit Price /MO; NTE				
	TOTAL CLIN NTE AMOUNT: 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.				
	All other terms and conditions within the referenced IDIQ remain the same.				

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT D CODE	PAGE OF PAGES
2. AMENDME	NT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REC	QUISITION/PURCHASE REQ. NO.	1 2 5. PROJECT NO. (If applicable)
P00033		 See Block 16C			
6. ISSUED BY	CODE	70CDCR	7. AD	MINISTERED BY (If other than Item 6)	CODE ICE/DCR
U.S. Im	· ·	OVALS Enforcement	Imm Off 801	/Detention Compliance igration and Customs ice of Acquisition Ma I Street NW, hington DC 205	& Removals Enforcement
O NIAME AND	ADDDESS OF CONTRACTOR (I	1.0(1.17/0.1)	104	AMENDMENT OF COLLOITATION NO	
GEO GROU 4955 TEO	O ADDRESS OF CONTRACTOR (No., street, JP INC THE CHNOLOGY WAY FON FL 33431	county, State and ZIP Code)	9B	. AMENDMENT OF SOLICITATION NO. . DATED (SEE ITEM 11)	
				A. MODIFICATION OF CONTRACT/ORDE SCEDM-15-D-00015	R NO.
0005		EAO LITY CODE		B. DATED (SEE ITEM 13)	
CODE 61	.27064650000	FAC LITY CODE		9/24/2015	
		11. THIS ITEM ONLY APPLIES	TO AMEND	MENTS OF SOLICITATIONS	
	13. THIS ITEM ONLY APPLIES TO MO	DDIFICATION OF CONTRACTS/OR	DERS. IT M	ODIFIES THE CONTRACT/ORDER NO. AS	
				GES SET FORTH IN ITEM 14 ARE MADE M NISTRATIVE CHANGES (such as chang OF FAR 43.103(b).	
	C. THIS SUPPLEMENTAL AGREEMENT	IS ENTERED INTO PURSUANT T	O AUTHORI	TY OF:	
	D. OTHER (Specify type of modification	and authority)			
Χ	Unilateral Modificat	ion - FAR 43.103(k)		
E. IMPORTAN	T Contractor is not.	is required to sign this documer	nt and return	copies to the is:	suing office.
14. DESCRIP	TION OF AMENDMENT/MODIFICATION (Organized by UCF section heading.	s, including s	solicitation/contract subject matter where fe	easible.)
Program	Office (PO) Point of @ice.dl			253-779-	
Alterna	te (Alt) PO POC: @ice.dhs.gov	509-574-			
Alt PO	POC/WebView POC: @ice.dhs.gov	206-227-			
Continu		206-277-			
	vided herein, all terms and conditions of th ND TITLE OF SIGNER (<i>Type or print</i>)	e document referenced in Item 9 A o	or 10A, as he	eretofore changed, remains unchanged and	i in tull force and effect.
15B. CONTRA	ACTOR/OFFEROR	15C. DATE SIGNE	D		
NSN 7540-01	(Signature of person authorized to sign) -152-8070				

Previous edition unusable

 CONTINUATION SHEET
 REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00033
 PAGE 2
 OF 2

NAME OF OFFEROR OR CONTRACTOR GEO GROUP INC THE

TEM NO.	SUPPL ES/SERVICES	QUANTITY		UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	@ice.dhs.gov				
	Alt WebView POC: 206-277-				
	Alt WebView POC: 206-277- @ice.dns.gov				
	Contracting Officer: 949-943-				
	Contract Specialist: 202-731- @ice.ans.gov	ļ			
	The purpose of this modification is to take the following actions:				
	1) Remove/Change "COR" with POC and update the contact details for the Program Office Points of Contact and WebView Points of Contact.				
	2) Add Contract Line Item Number (CLIN) 5008 - Other Direct Costs (ODC) Reimbursement.				
	LIST OF CHANGES: Reason for Modification: Other Administrative Action				
	Total Amount for this Modification: \$0.00				
	Period of Performance: 09/28/2020 to 09/27/2025				
	Add Item 5008 as follows:				
800	OTHER DIRECT COSTS (ODC) REIMBURSEMENT				0
	Opligated Amount: \$0.00 Product/Service Code: S206		Ш		
	Product/Service Description: HOUSEKEEPING- GUARD				
	This unilateral modification does not obligate funds. There are no funds associated with the IDIQ.				
	All funding continues to be obligated at the Task Order level.				
	All other terms and conditions within the referenced IDIQ remain the same.				
		1	1 1		

AMENDMENT OF SOLICITATION/MODIFIC	ATION OF CONTRAC	?T	1. CONTRACT D CODE PAGE OF PA				
AMENDMENT OF SOCIOTATION/MODIFIC				1	2		
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. RE0	QUISITION/PURCHASE REQ. NO.	5. PROJECT NO). (If applicable)		
P00034	See Block 160						
6.ISSUED BY DETENTION COMPLIANCE AND REDULES. Immigration and Custom Office of Acquisition Manage 801 I ST NW, WASHINGTON DC	MOVALS s Enforcement	ICE Imm Off 801	MINISTERED BY (If other than Item 6) /Detention Compliance igration and Customs ice of Acquisition Ma. I Street NW, hington DC 205	Removals Enforcement			
		1.00					
8. NAME AND ADDRESS OF CONTRACTOR (No., stree GEO GROUP INC THE 4955 TECHNOLOGY WAY BOCA RATON FL 33431	t, county, State and ZIP Code)	(X)	A. AMENDMENT OF SOLICITATION NO. B. DATED (SEE ITEM 11)				
		x 10 H	A. MODIFICATION OF CONTRACT/ORDE SCEDM-15-D-00015	ER NO.			
		10	B. DATED (SEE ITEM 13)				
CODE 6127064650000	FAC LITY CODE)9/24/2015				
	11. THIS ITEM ONLY	APPLIES TO AMENDI	MENTS OF SOLICITATIONS				
CHECK ONE A. THIS CHANGE ORDER IS ISSUED ORDER NO. IN ITEM 10A.	PURSUANT TO: (Specify a	uthority) THE CHAN	GES SET FORTH IN ITEM 14 ARE MADE	IN THE CONTRACT	114.		
X B. THE ABOVE NUMBERED CONTRA appropriation date, etc.) SET FORT C. THIS SUPPLEMENTAL AGREEMEN			M NISTRATIVE CHANGES (such as chan (OF FAR 43.103(b). ITY OF:	ges in paying office,			
D. OTHER (Specify type of modification	า and authority)						
E. IMPORTANT Contractor 🗵 is not.	is required to sign this	document and return	copies to the is	ssuing office.			
14. DESCRIPTION OF AMENDMENT/MODIFICATION	(Organized by UCF section	n headings, including	solicitation/contract subject matter where fe	easible.)			
DUNS Number: 612706465 Program Office (PO) Point of @ice.c Alternate (Alt) PO POC: @ice.dhs.gov	Contact (POC)		253-779				
Alt PO POC/WebView POC: @ice.dhs.gov	206-	-227-					
Alt PO POC/WebView POC:		-277-					
Except as provided herein, all terms and conditions of to 15A. NAME AND TITLE OF SIGNER (Type or print)	he document referenced in	Item 9 A or 10A					
15B. CONTRACTOR/OFFEROR	15C. DAT	E SIGNED					
(Cignoture of person authorized to sign)							

 CONTINUATION SHEET
 REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00034
 PAGE 2
 OF 2

NAME OF OFFEROR OR CONTRACTOR

ITEM NO.	SUPPL ES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	@ice.dhs.gov		\sqcap		
	Alt WebView POC: 206-277-		$ \ $		
	@ice.ans.gov		$ \ $		
	All Welly on Dog.		$ \ $		
	Alt WebView POC: 206-277- @ice.dns.gov		Ш		
	Contracting Officer: 949-943- @ice.ans.gov				
	Contract Specialist: 949-315- @ice.dhs.gov				
	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.				
	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.				
	·				
	LIST OF CHANGES: Reason for Modification: Other Administrative				
	Action Total Amount for this Modification: \$0.00				
	Discount Terms:				
	Net 30				
	Period of Performance: 09/28/2020 to 09/27/2025				
	Change Item 5008 to read as follows(amount shown is the total amount):				
5008	OTHER DIRECT COSTS (ODC) REIMBURSEMENT		Ш		0.
	Obligated Amount: \$0.00				
	Product/Service Code: S206		$ \ $		
	Product/Service Description: HOUSEKEEPING- GUARD		Ш		
	. All other terms and conditions within the		Ш		
	referenced IDIQ remain the same.		Ш		
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AMENDMENT OF SOLICITATION/MODIFIC	ATION OF CONTRACT		1. CONTRACT D CODE	PAGE OF PAGES				
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4 RF	QUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)				
P00035	See Block 16C		n/a	o (iii applicable)				
6. ISSUED BY CODE	70CDCR	7. AD	MINISTERED BY (If other than Item 6)	CODE ICE/DCR				
DETENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 801 I ST NW, WASHINGTON DC			ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 801 I Street NW, Washington DC 205					
8. NAME AND ADDRESS OF CONTRACTOR (No., street	t, county, State and ZIP Code)	(x) 9A	. AMENDMENT OF SOLICITATION NO.					
CEO CDOUD ING MUD		(^)						
GEO GROUP INC THE 4955 TECHNOLOGY WAY		9E	. DATED (SEE ITEM 11)					
BOCA RATON FL 33431			,					
		A H	A. MODIFICATION OF CONTRACT/ORDI SCEDM-15-D-00015 B. DATED (SEE ITEM 13)	ER NO.				
CODE JMLKZZ1NL2Z6	FAC LITY CODE		19/24/2015					
	11. THIS ITEM ONLY APPLIE							
separate letter or telegram which includes a reference THE PLACE DESIGNATED FOR THE RECEIPT OF virtue of this amendment you desire to change an offereference to the solicitation and this amendment, and 12. ACCOUNT NG AND APPROPRIATION DATA (If req	OFFERS PRIOR TO THE HOUR A er already submitted, such change is received prior to the opening ho	AND DATE SP e may be made	ECIFIED MAY RESULT IN REJECTION Of by telegram or letter, provided each telegr	F YOUR OFFER If by				
See Schedule								
13. THIS ITEM ONLY APPLIES TO M	ODIFICATION OF CONTRACTS/O	ORDERS. IT M	ODIFIES THE CONTRACT/ORDER NO. A	S DESCRIBED IN ITEM 14.				
CHECK ONE A. THIS CHANGE ORDER IS ISSUED ORDER NO. IN ITEM 10A.	PURSUANT TO: (Specify authority	y) THE CHAN	GES SET FORTH IN ITEM 14 ARE MADE	IN THE CONTRACT				
X			M NISTRATIVE CHANGES (such as char ' OF FAR 43.103(b).	nges in paying office,				
C. THIS SUPPLEMENTAL AGREEMEN	IT IS ENTERED INTO PURSUANT	T TO AUTHOR	ITY OF:					
D. OTHER (Specify type of modification	and authority)							
E. IMPORTANT Contractor 🗓 is not.	is required to sign this docum	nent and return	copies to the is	ssuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION DUNS Number: 612706465	(Organized by UCF section headii	ngs, including	solicitation/contract subject matter where f	feasible.)				
	Contact (DOC)		253_770					
Program Office (PO) Point of @ice.d	ths.gov		253-779					
Alternate (Alt) PO POC: @ice.dhs.gov	509-574-							
Alt PO POC/WebView POC: @ice.dhs.gov	206-227	7 –						
Alt PO POC/WebView POC:	206-277	7 –						
Continued		A 40A	and the second s	-d in 6.11 f / " '				
Except as provided herein, all terms and conditions of the 15A. NAME AND TITLE OF SIGNER (Type or print)	ne document referenced in Item 9	A or 10A, as he	eretotore changed, remains unchanged an	id in full force and effect.				
15B. CONTRACTOR/OFFEROR	15C. DATE SIGN	NED						
(Signature of person authorized to sign)								
NSN 7540-01-152-8070 Previous edition unusable	ı							

NAME OF OFFEROR OR CONTRACTOR

NO.	SUPPL ES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
A)	(B)	(C)	(D)	(E)	(F)
	@ice.dhs.gov		П		
	Alt WebView POC: 206-277-				
	@lce.ans.gov				
	crostand type				
	Alt WebView POC: 206-277-				
	@ice.dns.gov				
	Contracting Officer: 949-943-				
	@ice.ans.gov				
	Contract Specialist: 949-315- @ice.dns.qov				
	949-315- @ice.ans.gov				
	This is a no cost administrative modification				
	to incorporate Wage Determination No.:	İ			
	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.				
	2022.				
	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.				
	Some rate of an angel made.				
	LIST OF CHANGES:				
	Reason for Modification: Other Administrative Action				
	Total Amount for this Modification: \$0.00				
	Period of Performance: 09/28/2020 to 09/27/2025				
	All other terms and conditions within the				
	referenced IDIQ remain the same.				
		1	Ιİ		

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT D CODE		PAGE OF PAGES	
			1	LUCITION/PURCHASE SEE	I ₌ -	1 1	2
	MODIFICATION NO.	3. EFFECTIVE DATE	4. REC	uisition/purchase req. no. n/a	5. PI	ROJECT NO.	(If applicable)
P00036 6. ISSUED BY	CODE	See Block 16C	7 40!	MINISTERED BY (If other than Item 6)	COD	E TOD /	
		7 OCDCIN		,		100/	JCR
U.S. Immi	· I	s Enforcement	Imm Off 801	Detention Compliance igration and Customs ice of Acquisition Ma I Street NW, hington DC 205	Enfor	cement	
8. NAME AND AD	DRESS OF CONTRACTOR (No., stre	et, county, State and ZIP Code)	(x) 9A	AMENDMENT OF SOLICITATION NO.			
GEO GROUP	INC THE						
	NOLOGY WAY		9B.	DATED (SEE ITEM 11)			
BOCA RATON	N FL 33431						
			A HS	A. MODIFICATION OF CONTRACT/ORDI SCEDM-15-D-00015 B. DATED (SEE ITEM 13)	ER NO.		
CODE JMLK	ZZINL2Z6	FAC LITY CODE	<u> </u>	9/24/2015			
		11. THIS ITEM ONLY APPLIES	TO AMENDA	ENTS OF SOLICITATIONS			
☐ The above num	bered solicitation is amended as set	forth in Item 14. The hour and date	specified for r	eceipt of Offers	extended.	☐ is not ex	tended.
N/A CHECK ONE A.				DDIFIES THE CONTRACT/ORDER NO. A			14.
				M NISTRATIVE CHANGES (such as char OF FAR 43.103(b).			
C.	. THIS SUPPLEMENTAL AGREEME	NT IS ENTERED INTO PURSUANT	TO AUTHORI	TY OF:			
	OTHER (Specify type of modification	**	`				
		ion / FAR 43.103(a		1			
E. IMPORTANT	Contractor is not.	x is required to sign this docume				9.	
DUNS Number		N (Organized by OCF Section heading	gs, including s	colicitation/contract subject matter where	reasible.)		
	ffice (PO) Point o	f Contact (POC).		253-779-			
_	e.dhs.gov	r contact (100).		233 773			
	3						
Alternate	(Alt) PO POC:	509-574-		@ice.o	lhs.go	V	
Alt PO PO	C/WebView POC:	206-227-		@ice.dh	ns.gov		
Alt PO PO	C/WebView POC:	206-277-		@ice.dh	ns.gov		
		erein, all terms and conditions of the	document refe	erenced in Item 9 A or 10A, as heretofore	changed, re	emains uncha	anged and in full force and

	SIGNER (Type or print)					
	Executive Vid	e Preside	ent			
			15C. DATE SIGNED			
			4/14/2022			
(Signature of p						
NSN 7540-01-152-8070						
Previous edition unusable					Prescribed by GSA	
					FAR (48 CFR) 53.243	

 CONTINUATION SHEET
 REFERENCE NO. OF DOCUMENT BEING CONTINUED HSCEDM-15-D-00015/P00036
 PAGE 2
 OF 2

NAME OF OFFEROR OR CONTRACTOR

TEM NO.	SUPPL ES/SERVICES	QUANTITY		UNIT PRICE	AMOUNT
(A)	(B)	(C)	(D)	(E)	(F)
	Alt WebView POC: 206-277-				
	@ice.ans.gov				
	Alt WebView POC: 206-277-				
	@ice.dns.gov				
	Garden et in a 055i en e				
	Contracting Officer: 949-943- @ice.ans.gov				
	Contract Specialist:				
	949-315-				
	wice.dhs.gov				
	The purpose of this bilateral agreement is				
	change the staffing plan. This is to				
	approved GEO'S request to reallocate				
	Detention Officers (DOs) for janitor services see attached Staffing plan.				
	This is a no cost modification and there is no requisition associated with this modification.				
	requisition associated with this modification.				
	All funding continues to be obligated at the	İ			
	task order level.				
	LIST OF CHANGES:				
	Reason for Modification: Other Administrative				
	Action Total Amount for this Modification: \$0.00				
	Period of Performance: 09/28/2020 to 09/27/2025				
	All other terms and conditions within the				
	referenced IDIQ remain the same.				

AMENDMENT OF SOLICITATION/MODIFIC	ATION OF CONTRACT	1. CONTRA	ACT D CODE	PAGE OF PAGES
				1 2
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE		JRCHASE REQ. NO.	5. PROJECT NO. (If applicable)
P00037	See Block 16C	N/A		
6. ISSUED BY CODE	70CDCR	7. ADMINISTERED	BY (If other than Item 6)	CODE ICE/DCR
DETENTION COMPLIANCE AND REM			ion Compliand	
U.S. Immigration and Customs		_	n and Customs	
Office of Acquisition Manage	ement		Acquisition M	Management
801 I ST NW, WASHINGTON DC	801 I Stre Washington			
WASHINGTON DC		washington	1 DC 203	
8. NAME AND ADDRESS OF CONTRACTOR (No., street	t, county, State and ZIP Code)	(x) 9A. AMENDMEN	NT OF SOLICITATION NO.	
GEO GROUP INC THE				
ATTN		9B. DATED (SEL	E ITEM 11)	
4955 TECHNOLOGY WAY				
BOCA RATON FL 334313367		X HSCEDM-1	TION OF CONTRACT/OR	DER NO.
		A HSCEDM-1	5-D-00015	
		10B. DATED (SE	FE ITEM 13)	
CODE .TMT.K771NT.276	FAC LITY CODE	09/24/20	•	
CODE JMLKZZ1NL2Z6	11. THIS ITEM ONLY APPLIE			
The above numbered edicitation is smeaded as+6-				is outanded. Die not outanded
The above numbered solicitation is amended as set for Offers must acknowledge receipt of this amendment p				is extended, is not extended. ing methods: (a) By completing
•	pies of the amendment; (b) By ack			
separate letter or telegram which includes a reference				
THE PLACE DESIGNATED FOR THE RECEIPT OF (•
virtue of this amendment you desire to change an offe reference to the solicitation and this amendment, and			or letter, provided each tele	egram or letter makes
12. ACCOUNT NG AND APPROPRIATION DATA (If requ				
See Schedule				
13. THIS ITEM ONLY APPLIES TO M	ODIFICATION OF CONTRACTS/O	RDERS. IT MODIFIES THE	CONTRACT/ORDER NO.	AS DESCRIBED IN ITEM 14.
CHECK ONE A. THIS CHANGE ORDER IS ISSUED FORDER NO. IN ITEM 10A.	PURSUANT TO: (Specify authority)) THE CHANGES SET FOR	RTH IN ITEM 14 ARE MAD	DE IN THE CONTRACT
R. THE AROVE NUMBERED CONTRAC	CT/ODDED IS MODIE ED TO DEE	I ECT THE ADM NIGTDATIV	/E CHANGES (such as ch	anges in paying office
B. THE ABOVE NUMBERED CONTRAC appropriation date, etc.) SET FORTH X	NITEM 14, PURSUANT TO THE	E AUTHORITY OF FAR 43.1	103(b).	anges in paying unice,
C. THIS SUPPLEMENTAL AGREEMEN	T 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 docume	ent and return	copies to the	e issuing office.
14. DESCRIPTION OF AMENDMENT/MODIFICATION		ngs, including solicitation/cor		
Program Office (PO) Point of	Contact (POC):		253-779	9-
@ice.dhs.gov			-	
Alternate (Alt) PO POC:	509-574-		@ice.dh	
Alt PO POC/WebView POC:	206-227		@ice.dhs	_
Alt PO POC/WebView POC:	206-277	-	@ice.dhs	s.gov
Alt WebView POC:	206-277-204	5,	@ice.d	dhs.gov
See here obline (SSS)				
Contracting Officer:	949-94			ce.dhs.gov Contract
Specialist:	. 949-315	@ice.	dhs.gov	
	 -	<u></u>		
Continued				
Except as provided herein, all to	erms and conditions of the docume	ent referenced in Item 9 A or	10A, as heretofore change	ed, remains unchanged and in full force and effect.
15A NAME AND TITLE OF SIGNED (Time or				
15A. NAME AND TITLE OF SIGNER (Type or print)				
15B. CONTRACTOR/OFFEROR	15C. DATE SIGN	IED		
(Signature of person authorized to sign)				
NSN 7540-01-152-8070	'			
Previous edition unusable				Prescribed by GSA

Prescribed by GSA FAR (48 CFR) 53.243

NAME OF OFFEROR OR CONTRACTOR
GEO. GROUP INC. THE

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

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

If the contract is entered into on or |With certain exceptions Executive Order after January 30 2022 or the |14026 applies to the contract. contract is renewed or extended (e.g. | The contractor must pay all covered workers | an option is exercised) on or after at least \$15.00 per hour (or the applicable | January 30 2022: |wage rate listed on this wage determination| if it is higher) for all hours spent performing on the contract in 2022. If the contract is entered into on or |With certain exceptions Executive Order |13658 applies to the contract. after January 30 2022 or the 2022 and the contract is not renewed The contractor must pay all covered workers or extended on or after January 30 at least \$11.25 per hour (or the applicable 2022: wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

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

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		18.20
01012 Accounting Clerk II		20.43
01013 - Accounting Clerk III		22.85
01020 - Administrative Assistant		30.46
01035 - Court Reporter		20.65
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		18.01
01060 - Dispatcher Motor Vehicle		22.72
01070 - Document Preparation Clerk		19.14
01090 - Duplicating Machine Operator		19.14
01111 General Clerk I		15.33
01112 - General Clerk II		16.73

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01113 -	General Clerk III	18.78
	Housing Referral Assistant	23.02
01141	•	18.97
-	Order Clerk I	17.80
-	Order Clerk II	19.42
-	Personnel Assistant (Employment) I	18.23
	Personnel Assistant (Employment) II	20.39
	Personnel Assistant (Employment) III	22.73
	Production Control Clerk	24.42
	Rental Clerk	17.58
	Scheduler Maintenance	18.46
	Secretary I	18.46
	Secretary II	20.65
	Secretary III	23.02
	Service Order Dispatcher	20.31
	Supply Technician	30.46
	Survey Worker	22.58
	Switchboard Operator/Receptionist	17.45
	Travel Clerk I	17.88
	Travel Clerk II	19.45
	Travel Clerk III	20.93
	Word Processor I	18.72
	Word Processor II	21.02
	Word Processor III	23.51
05000 - A	utomotive Service Occupations	
	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
	Motor Vehicle Mechanic	23.83
05220 -	Motor Vehicle Mechanic Helper	17.64
05250	Motor Vehicle Upholstery Worker	19.97
	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 - F	ood 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 - F	urniture 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***
	Furniture Repairer Minor	16.10
09130	Upholsterer	18.01
11000 - G	eneral Services And Support Occupations	
	Cleaner Vehicles	15.47
	Elevator Operator	15.96
	Gardener	23.20
	Housekeeping Aide	15.96
	Janitor	15.96
	Laborer Grounds Maintenance	18.30
	Maid or Houseman	15.73
11260 -		16.71
	Tractor Operator	21.60
	1	==

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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
	Certified Physical Therapist Assistant	30.08
	- Dental Assistant	23.78
12025	- Dental Hygienist	47.75
	- EKG Technician	40.66
	Electroneurodiagnostic Technologist	40.66
	- Emergency Medical Technician	24.16
	- Licensed Practical Nurse I	23.57
	- Licensed Practical Nurse II	26.37
12073	Licensed Practical Nurse III	29.40
	- Medical Assistant	22.86
	- Medical Laboratory Technician	31.21
	- Medical Record Clerk	22.65
	Medical Record Technician	25.34
	- Medical Transcriptionist	19.98
	- Nuclear Medicine Technologist	47.80
	- Nursing Assistant I	13.19***
	Nursing Assistant II	14.82***
	- Nursing Assistant III	16.17
	- Nursing Assistant IV	18.15
	- Optical Dispenser	24.64
	Optical Technician	18.76
	- Pharmacy Technician	22.57
	- Phlebotomist	19.75
	- Radiologic Technologist	38.78
12311	Registered Nurse I	29.04
	- Registered Nurse II	35.53
	- Registered Nurse II Specialist	35.53
	- Registered Nurse III	42.99
12315		42.99
	- Registered Nurse IV	51.52
	- Scheduler (Drug and Alcohol Testing)	32.68
	- Substance Abuse Treatment Counselor	28.73
13000	Information And Arts Occupations	20.75
	- Exhibits Specialist I	25.39
	- Exhibits Specialist II	31.45
	- Exhibits Specialist III	38.47
13041	Illustrator I	21.16
	- Illustrator II	26.22
	- Illustrator III	32.06
	- Librarian	36.91
13050	Library Aide/Clerk	19.45
	- Library Information Technology Systems	33.32
	strator	33.32
	- Library Technician	22.89
13061	Media Specialist I	24.05
	- Media Specialist II	26.79
	- Media Specialist III	29.99
	- Photographer I	17.74
13071	Photographer II	19.85
	- Photographer III	24.59
	- Photographer IV	30.08
	- Photographer V	36.39
	Technical Order Library Clerk	24.42
	- Video Teleconference Technician	22.94
	Information Technology Occupations	22.34
	- Computer Operator I	19.29
14041	Computer Operator II	21.58
	- Computer Operator III	24.06
	- Computer Operator IV	26.74
1-0	compacer operator IV	20.74

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14045	- Computer Operator V		29.61
14071	- Computer Programmer I	(see 1)	26.09
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	10.20
	Peripheral Equipment OperatorPersonal Computer Support Technician		19.29 26.74
	- System Support Specialist		29.61
	Instructional Occupations		29.01
	- Aircrew Training Devices Instructor (Non-Rated	1)	33.48
	- Aircrew Training Devices Instructor (Rated)	• /	40.50
	- Air Crew Training Devices Instructor (Pilot)		48.55
	- Computer Based Training Specialist / Instructo	or	33.48
	- Educational Technologist		43.19
15070	- Flight Instructor (Pilot)		48.55
15080	- Graphic Artist		27.75
	- Maintenance Test Pilot Fixed Jet/Prop		48.55
	- Maintenance Test Pilot Rotary Wing		48.55
	- Non-Maintenance Test/Co-Pilot		48.55
	- Technical Instructor		25.78
	- Technical Instructor/Course Developer		31.54
	- Test Proctor		20.81
	- Tutor	. 4. 4	20.81
	Laundry Dry-Cleaning Pressing And Related Occupa	itions	15 04
	- Assembler - Counter Attendant		15.84 15.84
	- Dry Cleaner		18.09
	- Finisher Flatwork Machine		15.84
	- Presser Hand		15.84
	- Presser Machine Drycleaning		15.84
	- Presser Machine Shirts		15.84
	- Presser Machine Wearing Apparel Laundry		
			15.84
			15.84 18.84
16190	- Sewing Machine Operator - Tailor		
16190 16220	- Sewing Machine Operator		18.84
16190 16220 16250 19000 -	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations		18.84 19.59
16190 16220 16250 19000 - 19010	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room)		18.84 19.59 16.59 27.87
16190 16220 16250 19000 - 19010 19040	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker		18.84 19.59 16.59
16190 16220 16250 19000 - 19010 19040 21000 -	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations		18.84 19.59 16.59 27.87 33.85
16190 16220 16250 19000 - 19010 19040 21000 - 21020	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator		18.84 19.59 16.59 27.87 33.85
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator		18.84 19.59 16.59 27.87 33.85 21.83 24.42
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing)		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 18.42
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 18.42
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 18.42 15.26 20.08
16190 16220 16250 19000 - 19010 19040 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 -	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 18.42 15.26 20.08 21.83
16190 16220 16250 19000 - 19010 19040 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 -	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 15.26 20.08 21.83 21.83
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 - 23010 23019	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 15.26 20.08 21.83 21.83 21.83
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 - 23010 23019 23021	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic I		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 15.26 20.08 21.83 21.83 32.88 26.15 31.20
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 - 23010 23019 23021 23022	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic I - Aircraft Mechanic II		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 15.26 20.08 21.83 21.83 21.83 32.88 26.15 31.20 32.88
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21410 23000 - 23010 23019 23021 23022 23023	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic I - Aircraft Mechanic III		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 15.26 20.08 21.83 21.83 21.83 32.88 26.15 31.20 32.88 34.56
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 23010 23019 23021 23022 23023 23040	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic I - Aircraft Mechanic III - Aircraft Mechanic IIII - Aircraft Mechanic Helper		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 15.26 20.08 21.83 21.83 21.83 21.83 32.88 26.15 31.20 32.88 34.56 22.76
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 23010 23019 23021 23022 23023 23040 23050	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic I - Aircraft Mechanic II - Aircraft Mechanic III - Aircraft Mechanic Helper - Aircraft Painter		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 18.42 15.26 20.08 21.83 21.83 21.83 21.83 21.83 21.83
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 - 23010 23019 23021 23022 23023 23040 23050 23060	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic I - Aircraft Mechanic II - Aircraft Mechanic III - Aircraft Mechanic III - Aircraft Mechanic Helper - Aircraft Servicer		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 15.26 20.08 21.83 21.83 21.83 32.88 34.56 22.76 29.52 26.15
16190 16220 16250 19000 - 19010 19040 21000 - 21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210 21410 23000 - 23010 23019 23021 23022 23023 23040 23050 23070	- Sewing Machine Operator - Tailor - Washer Machine Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Logs and Records Technician - Aircraft Mechanic I - Aircraft Mechanic II - Aircraft Mechanic III - Aircraft Mechanic Helper - Aircraft Painter		18.84 19.59 16.59 27.87 33.85 21.83 24.42 24.42 18.18 17.70 21.83 18.42 18.42 15.26 20.08 21.83 21.83 21.83 21.83 21.83 21.83

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23091 - Aircrew Life Support Equipment (ALSE) Mechanic	27.81
I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic	31.20
II 23110 - Appliance Mechanic	20.17
23120 - Bicycle Repairer	16.63
23125 - Cable Splicer	48.15
23130 - Carpenter Maintenance	28.45
23140 - Carpet Layer 23160 - Electrician Maintenance	24.00
	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	28.72
Mechanic	
23411 - Heating Ventilation And Air Contidioning	30.27
Mechanic (Research Facility)	
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 29.18
23950 - Telephone Lineman	
23960 - Welder Combination Maintenance 23965 - Well Driller	24.02 29.77
23970 - Woodcraft Worker	33.09
23980 - Woodworker	25.93
24000 - Personal Needs Occupations	23.33
24550 - Case Manager	19.09
24570 - Child Care Attendant	15.73
24570 - Child Care Actendant 24580 - Child Care Center Clerk	19.62
24610 - Chore Aide	14.72***
24620 - Family Readiness And Support Services	19.09
Coordinator	20.00

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24630	- Homemaker		19.09
25000 -	Plant And System Operations Occupations		
	- Boiler Tender		37.16
	- Sewage Plant Operator		33.02
	- Stationary Engineer		37.16
	- Ventilation Equipment Tender		27.11
	- Water Treatment Plant Operator		33.02
	Protective Service Occupations		24 42
	- Alarm Monitor		31.43
	- Baggage Inspector - Corrections Officer		15.11 37.79
	- Court Security Officer		39.06
	- Detection Dog Handler		16.90
	- Detention Officer		37.79
	- Firefighter		41.34
	- Guard I		15.11
	- 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
	- Carnival Equipment Repairer		20.04
	- Carnival Worker	14.	44***
	- Gate Attendant/Gate Tender		21.23
	- Lifeguard		93***
	- Park Attendant (Aide)		23.75
	- Recreation Aide/Health Facility Attendant		17.34
	- Recreation Specialist		29.43
	- Sports Official		18.92
	 Swimming Pool Operator Stevedoring/Longshoremen Occupational Services 		22.78
	- Blocker And Bracer		32.38
	- Hatch Tender		32.38
	- Line Handler		32.38
	- Stevedore I		30.48
	- Stevedore II		34.41
30000 -	Technical Occupations		
	- Air Traffic Control Specialist Center (HFO)	(see 2) 4	4.15
	- Air Traffic Control Specialist Station (HFO)	(see 2) 3	0.45
30012	- Air Traffic Control Specialist Terminal (HFO)	(see 2) 3	3.53
30021	- Archeological Technician I		19.07
	- Archeological Technician II		21.33
	- Archeological Technician III		26.43
	- Cartographic Technician		26.43
	- Civil Engineering Technician		35.94
	- Cryogenic Technician I		29.27
	- Cryogenic Technician II		32.34
	- Drafter/CAD Operator I		19.07
	- Drafter/CAD Operator II - Drafter/CAD Operator III		21.33 23.78
	- Drafter/CAD Operator IV		29.27
	- Engineering Technician I		16.52
	- Engineering Technician II		18.54
	- Engineering Technician III		20.74
	- Engineering Technician IV		25.76
	- Engineering Technician V		31.76
	- Engineering Technician VI		38.03
	- Environmental Technician		30.04
30095	- Evidence Control Specialist		26.43
	- Laboratory Technician		23.36
	- Latent Fingerprint Technician I		36.01
	- Latent Fingerprint Technician II		39.78
	- Mathematical Technician		34.09
	- Paralegal/Legal Assistant I		19.38
30362	- Paralegal/Legal Assistant II		24.01

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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	(see 2)	23.78
Surface Programs		
30621 - Weather Observer Senior	(see 2)	26.43
31000 - Transportation/Mobile Equipment Operation Occu	pations	
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		16 55
99020 - Cabin Safety Specialist		16.55
99030 - Cashier		14.36***
99050 - Desk Clerk		14.79***
99095 - Embalmer		29.76
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I		28.06
•		17.06 18.32
99252 - Laboratory Animal Caretaker II		
99260 - Marketing Analyst 99310 - Mortician		36.18 29.76
99410 - Pest Controller		21.98
99510 - Photofinishing Worker		24.28
99710 - Recycling Laborer		30.18
99711 - Recycling Caborel 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))."