

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT D CODE	PAGE OF PAGES 1   5
2. AMENDMENT/MODIFICATION NO. P00060	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY DETTENTION COMPLIANCE AND REMOVALS U.S. Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024	CODE 70CDCR	7. ADMINISTERED BY (If other than Item 6) ICE/Detention Compliance & Removals Immigration and Customs Enforcement Office of Acquisition Management 500 12th St SW Washington DC 20024	CODE ICE/DCR
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CORECIVIC INC ATTN CORECIVIC INC 5501 VIRGINIA WAY STE 110 BRENTWOOD TN 370277684		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE HJGMJN1JKL46		FACILITY CODE	9B. DATED (SEE ITEM 11)
		x	10A. MODIFICATION OF CONTRACT/ORDER NO. ODT-5-C-0010/
			10B. DATED (SEE ITEM 13) 03/03/2010

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

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

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

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

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) 52.246-4, Inspection of Services-Fixed-Price (AUG 1996)

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

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

**CONTRACT ADMINISTRATION POCs:**

COR: [REDACTED], 973-776-[REDACTED]  
CO: [REDACTED], 202-993-[REDACTED]  
CS: [REDACTED], 202-732-[REDACTED]

The purpose of this bilateral modification is to record the government action taken in regard to Contract Discrepancy Report (CDR) No. 16.

Taking into consideration the history of previous security and control violations and deduction percentages, the facts concerning the specific matter documented under CDR No. 16, and the terms and conditions of this contract, a deduction of 15% or [REDACTED] from Continued ...

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

15A. NAME AND TITLE OF SIGNER (Type or print) [REDACTED]	15C. DATE SIGNED 12/19/2022
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**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
ODT-5-C-0010//P00060

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NAME OF OFFEROR OR CONTRACTOR  
CORECIVIC INC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>the total amount billed for CLIN 1201 was applied to the August 2022 invoice. The deduction is not retrievable by CoreCivic, Inc.</p> <p>Please provide signature on this modification document by COB 19 December 2022. If signature is not provided by this date, the Contracting Officer will unilaterally issue this modification.</p> <p>Period of Performance: 09/01/2020 to 08/31/2023 All other terms and conditions remain unchanged.</p>				

"REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4211  
Revision No.: 21  
Date Of Last Revision: 06/27/2022

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

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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	wage rate listed on this wage
January 30 2022:	if it is higher) for all hours spent
determination	performing on the contract in 2022.

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If the contract is entered into on or	With certain exceptions Executive Order
after January 30 2022 or the	13658 applies to the contract.
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.

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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>.

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State: New Jersey

Area: New Jersey Counties of Essex Morris Sussex Union

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
19.16	
01012 - Accounting Clerk II	
21.53	
01013 - Accounting Clerk III	
24.07	
01020 - Administrative Assistant	
37.41	
01035 - Court Reporter	
28.80	
01041 - Customer Service Representative I	
17.76	
01042 - Customer Service Representative II	
19.38	
01043 - Customer Service Representative III	
21.75	
01051 - Data Entry Operator I	
17.08	
01052 - Data Entry Operator II	
18.63	
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	
18.01	
01090 - Duplicating Machine Operator	
18.01	
01111 - General Clerk I	
16.86	

01112 - General Clerk II	
18.40	
01113 - General Clerk III	
20.65	
01120 - Housing Referral Assistant	
26.92	
01141 - Messenger Courier	
17.93	
01191 - Order Clerk I	
16.49	
01192 - Order Clerk II	
21.31	
01261 - Personnel Assistant (Employment) I	
20.76	
01262 - Personnel Assistant (Employment) II	
23.23	
01263 - Personnel Assistant (Employment) III	
25.89	
01270 - Production Control Clerk	
27.55	
01290 - Rental Clerk	
18.04	
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	
21.57	
01312 - Secretary II	
24.82	
01313 - Secretary III	
26.92	
01320 - Service Order Dispatcher	
22.15	
01410 - Supply Technician	
37.41	
01420 - Survey Worker	
22.46	
01460 - Switchboard Operator/Receptionist	
17.64	
01531 - Travel Clerk I	
19.58	
01532 - Travel Clerk II	
21.21	
01533 - Travel Clerk III	
23.02	
01611 - Word Processor I	
18.27	
01612 - Word Processor II	
20.51	
01613 - Word Processor III	
22.94	
05000 - Automotive Service Occupations	

05005 - Automobile Body Repairer Fiberglass	28.43
05010 - Automotive Electrician	
28.50	
05040 - Automotive Glass Installer	
27.31	
05070 - Automotive Worker	
27.31	
05110 - Mobile Equipment Servicer	
24.42	
05130 - Motor Equipment Metal Mechanic	
29.68	
05160 - Motor Equipment Metal Worker	
27.31	
05190 - Motor Vehicle Mechanic	
29.68	
05220 - Motor Vehicle Mechanic Helper	
23.15	
05250 - Motor Vehicle Upholstery Worker	
26.12	
05280 - Motor Vehicle Wrecker	
27.31	
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	
27.31	
05370 - Tire Repairer	
17.92	
05400 - Transmission Repair Specialist	
29.68	
07000 - Food Preparation And Service Occupations	
07010 - Baker	
17.64	
07041 - Cook I	
18.77	
07042 - Cook II	
20.96	
07070 - Dishwasher	
14.82***	
07130 - Food Service Worker	
15.13	
07210 - Meat Cutter	
19.20	
07260 - Waiter/Waitress	
15.14	
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	
22.25	
09040 - Furniture Handler	
16.73	
09080 - Furniture Refinisher	
22.00	

09090 - Furniture Refinisher Helper	
18.56	
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	
23.10	
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.76
11060 - Elevator Operator	
17.82	
11090 - Gardener	
22.28	
11122 - Housekeeping Aide	
17.82	
11150 - Janitor	
17.82	
11210 - Laborer Grounds Maintenance	18.32
11240 - Maid or Houseman	
17.31	
11260 - Pruner	
17.03	
11270 - Tractor Operator	
20.97	
11330 - Trail Maintenance Worker	
18.32	
11360 - Window Cleaner	
19.17	
12000 - Health Occupations	
12010 - Ambulance Driver	
24.60	
12011 - Breath Alcohol Technician	
25.93	
12012 - Certified Occupational Therapist Assistant	
33.97	
12015 - Certified Physical Therapist Assistant	
30.36	
12020 - Dental Assistant	
22.74	
12025 - Dental Hygienist	
47.70	
12030 - EKG Technician	
37.11	
12035 - Electroneurodiagnostic Technologist	
37.11	
12040 - Emergency Medical Technician	
24.60	
12071 - Licensed Practical Nurse I	
23.18	
12072 - Licensed Practical Nurse II	
25.93	
12073 - Licensed Practical Nurse III	

28.91	12100 - Medical Assistant	
18.71	12130 - Medical Laboratory Technician	
36.76	12160 - Medical Record Clerk	
25.42	12190 - Medical Record Technician	
28.44	12195 - Medical Transcriptionist	
21.49	12210 - Nuclear Medicine Technologist	
47.80	12221 - Nursing Assistant I	
15.35	12222 - Nursing Assistant II	
17.26	12223 - Nursing Assistant III	
18.97	12224 - Nursing Assistant IV	
21.15	12235 - Optical Dispenser	
28.80	12236 - Optical Technician	
17.39	12250 - Pharmacy Technician	
17.82	12280 - Phlebotomist	
22.22	12305 - Radiologic Technologist	
37.34	12311 - Registered Nurse I	
32.76	12312 - Registered Nurse II	
38.41	12313 - Registered Nurse II Specialist	38.41
	12314 - Registered Nurse III	
49.39	12315 - Registered Nurse III Anesthetist	49.39
	12316 - Registered Nurse IV	
59.22	12317 - Scheduler (Drug and Alcohol Testing)	
32.13	12320 - Substance Abuse Treatment Counselor	
28.73	13000 - Information And Arts Occupations	
	13011 - Exhibits Specialist I	
27.27	13012 - Exhibits Specialist II	
33.78		



13013 - Exhibits Specialist III  
41.32  
13041 - Illustrator I  
29.16  
13042 - Illustrator II  
36.55  
13043 - Illustrator III  
44.66  
13047 - Librarian  
37.33  
13050 - Library Aide/Clerk  
17.56  
13054 - Library Information Technology Systems  
33.71  
Administrator  
13058 - Library Technician  
25.62  
13061 - Media Specialist I  
24.32  
13062 - Media Specialist II  
27.21  
13063 - Media Specialist III  
30.33  
13071 - Photographer I  
21.29  
13072 - Photographer II  
24.10  
13073 - Photographer III  
32.88  
13074 - Photographer IV  
41.88  
13075 - Photographer V  
50.02  
13090 - Technical Order Library Clerk  
22.05  
13110 - Video Teleconference Technician  
29.89  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
22.99  
14042 - Computer Operator II  
25.73  
14043 - Computer Operator III  
28.69  
14044 - Computer Operator IV  
31.89  
14045 - Computer Operator V  
35.30  
14071 - Computer Programmer I  
27.56

(see 1)

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		
22.99		
14160 - Personal Computer Support Technician		
31.89		
14170 - System Support Specialist		
40.56		
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		
39.54		
15020 - Aircrew Training Devices Instructor (Rated)		
43.75		
15030 - Air Crew Training Devices Instructor (Pilot)		
52.46		
15050 - Computer Based Training Specialist / Instructor		
39.54		
15060 - Educational Technologist		
38.23		
15070 - Flight Instructor (Pilot)		
52.46		
15080 - Graphic Artist		
35.04		
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.43
15086 - Maintenance Test Pilot Rotary Wing		51.43
15088 - Non-Maintenance Test/Co-Pilot		
51.43		
15090 - Technical Instructor		
31.05		
15095 - Technical Instructor/Course Developer		
37.98		
15110 - Test Proctor		
25.07		
15120 - Tutor		
25.07		
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		
17.07		
16030 - Counter Attendant		
17.07		

16040 - Dry Cleaner	
20.18	
16070 - Finisher Flatwork Machine	17.07
16090 - Presser Hand	17.07
16110 - Presser Machine Drycleaning	17.07
16130 - Presser Machine Shirts	17.07
16160 - Presser Machine Wearing Apparel Laundry	17.07
16190 - Sewing Machine Operator	
21.01	
16220 - Tailor	
21.85	
16250 - Washer Machine	18.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	
25.35	
19040 - Tool And Die Maker	
30.07	
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
20.92	
21030 - Material Coordinator	
27.55	
21040 - Material Expediter	
27.55	
21050 - Material Handling Laborer	
17.24	
21071 - Order Filler	
16.67	
21080 - Production Line Worker (Food Processing)	
20.92	
21110 - Shipping Packer	
18.49	
21130 - Shipping/Receiving Clerk	
18.49	
21140 - Store Worker I	
18.34	
21150 - Stock Clerk	
22.99	
21210 - Tools And Parts Attendant	
20.92	
21410 - Warehouse Specialist	
20.92	
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	
39.63	
23019 - Aircraft Logs and Records Technician	
33.40	
23021 - Aircraft Mechanic I	
38.14	
23022 - Aircraft Mechanic II	

39.63	23023 - Aircraft Mechanic III	
41.12	23040 - Aircraft Mechanic Helper	
29.68	23050 - Aircraft Painter	36.71
	23060 - Aircraft Servicer	
33.40	23070 - Aircraft Survival Flight Equipment Technician	
36.71	23080 - Aircraft Worker	
35.20	23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
35.20	I	
	23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
38.14	II	
	23110 - Appliance Mechanic	
27.79	23120 - Bicycle Repairer	
23.85	23125 - Cable Splicer	
48.83	23130 - Carpenter Maintenance	31.10
	23140 - Carpet Layer	
28.73	23160 - Electrician Maintenance	37.18
	23181 - Electronics Technician Maintenance I	
31.04	23182 - Electronics Technician Maintenance II	
32.37	23183 - Electronics Technician Maintenance III	
33.64	23260 - Fabric Worker	
38.09	23290 - Fire Alarm System Mechanic	
28.97	23310 - Fire Extinguisher Repairer	
29.08	23311 - Fuel Distribution System Mechanic	
42.88	23312 - Fuel Distribution System Operator	
35.45	23370 - General Maintenance Worker	
23.75	23380 - Ground Support Equipment Mechanic	
38.14	23381 - Ground Support Equipment Servicer	
33.40		

23382 - Ground Support Equipment Worker	
35.20	
23391 - Gunsmith I	
29.08	
23392 - Gunsmith II	
32.47	
23393 - Gunsmith III	
35.19	
23410 - Heating Ventilation And Air-Conditioning Mechanic	34.43
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	35.76
23430 - Heavy Equipment Mechanic	
34.41	
23440 - Heavy Equipment Operator	
42.64	
23460 - Instrument Mechanic	
32.42	
23465 - Laboratory/Shelter Mechanic	
33.87	
23470 - Laborer	
17.24	
23510 - Locksmith	
26.59	
23530 - Machinery Maintenance Mechanic	
29.57	
23550 - Machinist Maintenance	26.44
23580 - Maintenance Trades Helper	
17.91	
23591 - Metrology Technician I	
32.42	
23592 - Metrology Technician II	
33.69	
23593 - Metrology Technician III	
34.95	
23640 - Millwright	
40.14	
23710 - Office Appliance Repairer	
27.72	
23760 - Painter Maintenance	28.45
23790 - Pipefitter Maintenance	35.90
23810 - Plumber Maintenance	35.09
23820 - Pneudraulic Systems Mechanic	
35.19	
23850 - Rigger	
36.44	
23870 - Scale Mechanic	
32.47	
23890 - Sheet-Metal Worker Maintenance	33.72
23910 - Small Engine Mechanic	

23.31  
     23931 - Telecommunications Mechanic I  
 35.34  
     23932 - Telecommunications Mechanic II  
 36.72  
     23950 - Telephone Lineman  
 46.50  
     23960 - Welder Combination Maintenance 25.52  
     23965 - Well Driller  
 34.20  
     23970 - Woodcraft Worker  
 35.19  
     23980 - Woodworker  
 29.08  
 24000 - Personal Needs Occupations  
     24550 - Case Manager  
 18.61  
     24570 - Child Care Attendant  
 14.62\*\*\*  
     24580 - Child Care Center Clerk  
 18.23  
     24610 - Chore Aide  
 14.62\*\*\*  
     24620 - Family Readiness And Support Services  
 18.61  
     Coordinator  
     24630 - Homemaker  
 20.13  
 25000 - Plant And System Operations Occupations  
     25010 - Boiler Tender  
 39.92  
     25040 - Sewage Plant Operator  
 36.56  
     25070 - Stationary Engineer  
 39.92  
     25190 - Ventilation Equipment Tender  
 31.56  
     25210 - Water Treatment Plant Operator  
 36.56  
 27000 - Protective Service Occupations  
     27004 - Alarm Monitor  
 25.50  
     27007 - Baggage Inspector  
 18.16  
     27008 - Corrections Officer  
 37.15  
     27010 - Court Security Officer  
 39.73  
     27030 - Detection Dog Handler  
 20.36

27040 - Detention Officer	
37.15	
27070 - Firefighter	
44.02	
27101 - Guard I	
18.16	
27102 - Guard II	
20.36	
27131 - Police Officer I	
39.72	
27132 - Police Officer II	
44.15	
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	
17.73	
28042 - Carnival Equipment Repairer	
18.84	
28043 - Carnival Worker	
14.40***	
28210 - Gate Attendant/Gate Tender	
21.00	
28310 - Lifeguard	
14.80***	
28350 - Park Attendant (Aide)	
23.47	
28510 - Recreation Aide/Health Facility Attendant	
18.95	
28515 - Recreation Specialist	
29.08	
28630 - Sports Official	
18.69	
28690 - Swimming Pool Operator	
21.03	
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	
37.04	
29020 - Hatch Tender	
37.04	
29030 - Line Handler	
37.04	
29041 - Stevedore I	
35.15	
29042 - Stevedore II	
39.89	
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	47.95
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.06
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.41
30021 - Archeological Technician I	
19.69	

30022 - Archeological Technician II  
22.02  
30023 - Archeological Technician III  
27.27  
30030 - Cartographic Technician  
27.27  
30040 - Civil Engineering Technician  
30.71  
30051 - Cryogenic Technician I  
30.19  
30052 - Cryogenic Technician II  
33.35  
30061 - Drafter/CAD Operator I  
19.69  
30062 - Drafter/CAD Operator II  
22.02  
30063 - Drafter/CAD Operator III  
24.55  
30064 - Drafter/CAD Operator IV  
30.20  
30081 - Engineering Technician I  
19.98  
30082 - Engineering Technician II  
22.47  
30083 - Engineering Technician III  
25.28  
30084 - Engineering Technician IV  
31.22  
30085 - Engineering Technician V  
38.08  
30086 - Engineering Technician VI  
46.20  
30090 - Environmental Technician  
26.77  
30095 - Evidence Control Specialist  
27.26  
30210 - Laboratory Technician  
27.38  
30221 - Latent Fingerprint Technician I  
31.25  
30222 - Latent Fingerprint Technician II  
34.52  
30240 - Mathematical Technician  
36.98  
30361 - Paralegal/Legal Assistant I  
23.52  
30362 - Paralegal/Legal Assistant II  
29.14  
30363 - Paralegal/Legal Assistant III  
35.65



30364 - Paralegal/Legal Assistant IV		
43.12		
30375 - Petroleum Supply Specialist		
33.35		
30390 - Photo-Optics Technician		
27.27		
30395 - Radiation Control Technician		
33.35		
30461 - Technical Writer I		
28.76		
30462 - Technical Writer II		
35.19		
30463 - Technical Writer III		
42.56		
30491 - Unexploded Ordnance (UXO) Technician I		
30.48		
30492 - Unexploded Ordnance (UXO) Technician II		
36.88		
30493 - Unexploded Ordnance (UXO) Technician III		
44.20		
30494 - Unexploded (UXO) Safety Escort		
30.48		
30495 - Unexploded (UXO) Sweep Personnel		
30.48		
30501 - Weather Forecaster I		
30.19		
30502 - Weather Forecaster II		
36.73		
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		
36.88		
31020 - Bus Aide		
26.00		
31030 - Bus Driver		
33.52		
31043 - Driver Courier		
20.07		
31260 - Parking and Lot Attendant		
14.57***		
31290 - Shuttle Bus Driver		
19.65		
31310 - Taxi Driver		
17.57		
31361 - Truckdriver Light		21.32
31362 - Truckdriver Medium		22.58
31363 - Truckdriver Heavy		27.62
31364 - Truckdriver Tractor-Trailer		27.62

99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
17.98  
99030 - Cashier  
14.14\*\*\*  
99050 - Desk Clerk  
16.77  
99095 - Embalmer  
35.95  
99130 - Flight Follower  
30.48  
99251 - Laboratory Animal Caretaker I  
17.44  
99252 - Laboratory Animal Caretaker II  
18.53  
99260 - Marketing Analyst  
40.19  
99310 - Mortician  
36.79  
99410 - Pest Controller  
22.35  
99510 - Photofinishing Worker  
20.71  
99710 - Recycling Laborer  
28.96  
99711 - Recycling Specialist  
33.08  
99730 - Refuse Collector  
26.88  
99810 - Sales Clerk  
16.28  
99820 - School Crossing Guard  
18.85  
99830 - Survey Party Chief  
31.69  
99831 - Surveying Aide  
22.99  
99832 - Surveying Technician  
28.73  
99840 - Vending Machine Attendant  
24.40  
99841 - Vending Machine Repairer  
28.93  
99842 - Vending Machine Repairer Helper  
24.40

\*\*\*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.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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))."