

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, & 30</i>				1. REQUISITION NUMBER		PAGE 1 OF 8	
2. CONTRACT NO. 70CDCR25DIG000018			3. AWARD/ EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER
							6. SOLICITATION ISSUE DATE
7. FOR SOLICITATION INFORMATION CALL:		a. NAME [REDACTED]			b. TELEPHONE NUMBER (No collect calls)		8. OFFER DUE DATE/LOCAL TIME
9. ISSUED BY CODE 70CDCR DETENTION COMPLIANCE AND REMOVALS ICE Office of Acquisition Management 500 12th St SW WASHINGTON DC 20024				10. THIS ACQUISITION IS <input checked="" type="checkbox"/> UNRESTRICTED OR <input type="checkbox"/> SET ASIDE: % FOR: <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS (SDVOSB) </div> <div> <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB) <input type="checkbox"/> ECONOMICALLY DISADVANTAGED WOMEN-OWNED SMALL BUSINESS (EDWOSB) <input type="checkbox"/> 8(A) </div> <div> NORTH AMERICAN INDUSTRY CLASSIFICATION STANDARD (NAICS): 561612 SIZE STANDARD: \$ [REDACTED] </div> </div>			
11. DELIVERY FOR FREE ON BOARD (FOB) DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS Net 30		13a. THIS CONTRACT IS A RATED <input type="checkbox"/> ORDER UNDER THE DEFENSE PRIORITIES AND ALLOCATIONS SYSTEM - DPAS (15 CFR 700)		13b. RATING	
						14. METHOD OF SOLICITATION <input type="checkbox"/> REQUEST FOR QUOTE (RFQ) <input type="checkbox"/> INVITATION FOR BID (IFB) <input type="checkbox"/> REQUEST FOR PROPOSAL (RFP)	
15. DELIVER TO CODE			16. ADMINISTERED BY CODE ICE/DCR ICE/Detention Compliance & Removals ICE Office of Acquisition Management 500 12th St SW Washington DC 20024				
17a. CONTRACTOR/ OFFEROR CODE		FACILITY CODE		18a. PAYMENT WILL BE MADE BY CODE ICE/ERO/FOD/FDA ICE/ERO/FOD/FDA WWW.IPP.GOV			
TELEPHONE NO.				18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM			
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER							
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	UEI: Not Available Solicitation for Detention and Transportation Services at Giles W. Dalby Correctional Facility, Post, TX. COR: [REDACTED] (214) 30 [REDACTED] [REDACTED] ACOR - RA/POC: [REDACTED] (214) 424-[REDACTED] <i>(Use Reverse and/or Attach Additional Sheets as Necessary)</i>						
25. ACCOUNTING AND APPROPRIATION DATA See schedule						26. TOTAL AWARD AMOUNT (For Government Use Only) \$0.00	
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE (FEDERAL ACQUISITION REGULATION) FAR 52.212-1, 52.212-4. FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA						<input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED.	
<input type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4. FAR 52.212-5 IS ATTACHED. ADDENDA						<input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED.	
<input type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED.				<input type="checkbox"/> 29. AWARD OF CONTRACT: REFERENCE _____ OFFER DATED _____. YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30a. SIGNATURE OF OFFEROR/CONTRACTOR				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)			
30b. NAME AND TITLE OF SIGNER (Type or print)			30c. DATE SIGNED	31b. NAME OF CONTRACTING OFFICER (Type or print)			31c. DATE SIGNED
				[REDACTED]			

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	<p>████████████████████</p> <p>CO: ██████████ (214) 905 ██████████</p> <p>████████████████████</p> <p>There are no requisitions associated with this action.</p> <p>The purpose of 70CDCR25DIG000018 is to establish an Inter-Governmental Service Agreement (IGSA) between the United States Department of Homeland Security (DHS) Immigration and Customs Enforcement (ICE) and Garza County, TX for the provision of detention, detention-related services, transportation and stationary guard services for ICE aliens at the Giles W Dalby Correctional Facility located at 805 N Avenue F, Post, TX 79356.</p> <p>The period of performance/ordering period for this IGSA is TBD.</p> <p>A new wage determination will be incorporated into this agreement on each annual anniversary.</p> <p>This action does not obligate any funds. Services shall only be provided when authorized through a funded task order. Annual task orders will be placed against this IGSA.</p> <p>Continued ...</p>				

32a. QUANTITY IN COLUMN 21 HAS BEEN

☐ RECEIVED ☐ INSPECTED ☐ ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE			32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE	
			32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE	
33. SHIP NUMBER	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT	37. CHECK NUMBER
<input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL			<input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY		
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT			42a. RECEIVED BY (<i>Print</i>)	
41b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41c. DATE	42b. RECEIVED AT (<i>Location</i>)	
			42c. DATE REC'D (YY/MM/DD)	42d. TOTAL CONTAINERS

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0001	<p>The service provider shall not accept any instruction that results in a change to the services details in the IGSA from an entity or individual other than the Contracting Officer.</p> <p>Detention Services</p> <p>Year 1: Facility Operating Charge \$0 per month Tier 1: [REDACTED] \$0 per alien Tier 2: [REDACTED] \$0 per alien Tier 3: [REDACTED] \$0 per alien POP: TBD</p> <p>Year 2: Facility Operating Charge \$0 per month Tier 1: [REDACTED] \$0 per alien Tier 2: [REDACTED] \$0 per alien Tier 3: [REDACTED] \$0 per alien POP: TBD</p> <p>Year 3: Facility Operating Charge \$0 per month Tier 1: [REDACTED] \$0 per alien Tier 2: [REDACTED] \$0 per alien Tier 3: [REDACTED] \$0 per alien POP: TBD</p> <p>Year 4: Facility Operating Charge \$0 per month Tier 1: [REDACTED] \$0 per alien Tier 2: [REDACTED] \$0 per alien Tier 3: [REDACTED] \$0 per alien POP: TBD</p> <p>Year 5: Facility Operating Charge \$0 per month Tier 1: [REDACTED] \$0 per alien Tier 2: [REDACTED] \$0 per alien Tier 3: [REDACTED] \$0 per alien Continued ...</p>				0.00

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NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	POP: TBD Obligated Amount: \$0.00				
0002	Guard Services: On-Call Guard at Regular Rate \$0 per hour On-Call Guard at Overtime Rate \$0 per hour Obligated Amount: \$0.00				0.00
0003	Voluntary Work Program Reimbursement [REDACTED] per day Obligated Amount: \$0.00				0.00
0004	Transportation Services: Transportation Mileage rate to be in accordance \$ per mile with GSA rates at the time of occurrence/ Transportation Mileage Rate Obligated Amount: \$0.00				0.00
0005	Sack Meals: Dallas Field Office Sack Meals to support Tulsa and Oklahoma City \$0 per meal CORs will provide requested number of meals above removals meals, weekly. Meals should be accordance with current standards. Obligated Amount: \$0.00 ICE - INVOICE INSTRUCTIONS ERO Beginning December 9, 2024 all invoicing procedures will take place on www.IPP.gov. Vendors must be registered www.IPP.gov. Registration on www.IPP.gov is required to receive payment. Invoices will not be accepted by any other method. 1. The contractor shall be active in the System for Award Management (www.SAM.gov) for invoice Continued ...				0.00

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NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>processing. Besides the information identified below, a proper invoice shall also include; contractor's Unique Entity Identifier (UEI) number; the ICE Program Office; and state whether the invoice is "INTERIM" or "FINAL".</p> <p>2. In accordance with Contract Clauses, FAR 52.212-4 (g) (1), Contract Terms and Conditions - Commercial Items, or FAR 52.232-25 (a) (3), Prompt Payment, as applicable, the information required with each invoice submission is as follows:</p> <p>"...An invoice must include-</p> <p>(i) Name and address of the Contractor. The name, address and UEI number on the invoice MUST match the information in both the Contract/Agreement and the information in SAM;</p> <p>(ii) Unique Entity Identifier (UEI) number;</p> <p>(iii) Invoice date and number;</p> <p>(iv) Contract number, line items and, if applicable, the order number;</p> <p>(v) Description, quantity, unit of measure, unit price and extended price of the items delivered;</p> <p>(vi) Shipping number and date of shipment, including the bill of lading number and weight of shipment if shipped on Government bill of lading;</p> <p>(vii) Terms of any discount for prompt payment offered;</p> <p>(viii) Remit to Address;</p> <p>(ix) Name, title, and phone number of persons to notify in event of defective invoice;</p> <p>(x) ICE Program Office designated on the order/contract/agreement; and</p> <p>(xi) Whether the invoice is "Interim" or "Final"</p> <p>(xii). Electronic Funds Transfer (EFT) banking information in accordance with 52.232-33 Payment by Electronic Funds Transfer - System for Award Management or 52-232-34, Payment by Electronic Funds Transfer - Other than System for Award Management.</p> <p>3. Invoice submission: The above information will be required to complete the invoice submission requirements within IPP. Please refer to www.IPP.gov for additional information on Getting Started, Benefits, Features, and Enrollment.</p> <p>Continued ...</p>				

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NAME OF OFFEROR OR CONTRACTOR

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>4. Invoice Supporting Documentation. To ensure payment, the vendor must submit supporting documentation which provides substantiation for the invoiced costs to the Contracting Officer Representative (COR) or Point of Contact (POC) identified in the contract. Invoice charges must align with the contract CLINs. Supporting documentation is required when guaranteed minimums are exceeded and when allowable costs are incurred. Details are as follows:</p> <p>(i). Guaranteed Minimums. If a guaranteed minimum is not exceeded on a CLIN(s) for the invoice period, no supporting documentation is required. When a guaranteed minimum is exceeded on a CLIN (s) for the invoice period, the Contractor is required to submit invoice supporting documentation for all detention services provided during the invoice period which provides the information described below:</p> <p>a. Detention Bed Space Services</p> <ul style="list-style-type: none">• Bed day rate;• Detainees check-in and check-out dates;• Number of bed days multiplied by the bed day rate;• Name of each detainee;• Detainees identification information <p>(ii). Allowable Incurred Cost. Fixed Unit Price Items (items for allowable incurred costs, such as transportation services, stationary guard or escort services, transportation mileage or other Minor Charges such as sack lunches and detainee wages): shall be fully supported with documentation substantiating the costs and/or reflecting the established price in the contract and shall be submitted in .pdf format:</p> <p>a. Detention Bed Space Services. For detention bed space CLINs without a GM, the supporting documentation must include:</p> <ul style="list-style-type: none">• Bed day rate;• Detainees check-in and check-out dates;• Number of bed days multiplied by the bed day rate; <p>Continued ...</p>				

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<ul style="list-style-type: none"> Name of each detainee; Detainees identification information <p>b. Transportation Services: For transportation CLINs without a GM, the supporting documentation must include:</p> <ul style="list-style-type: none"> Mileage rate being applied for that invoice; Number of miles; Transportation routes provided; Locations serviced; Names of detainees transported; Itemized listing of all other charges; and, for reimbursable expenses (e.g. travel expenses, special meals, etc.) copies of all receipts. <p>c. Stationary Guard Services: The itemized monthly invoice shall state:</p> <ul style="list-style-type: none"> The location where the guard services were provided, The employee guard names and number of hours being billed, The employee guard names and duration of the billing (times and dates), and for individual or detainee group escort services only, the name of the detainee(s) that was/were escorted. <p>d. Other Direct Charges (e.g. VTC support, transportation meals/sack lunches, volunteer detainee wages, etc.):</p> <p>5. The invoice shall include appropriate supporting documentation for any direct charge billed for reimbursement. For charges for detainee support items (e.g. meals, wages, etc.), the supporting documentation should include the name of the detainee(s) supported and the date(s) and amount(s) of support.</p> <p>(iii) Firm Fixed-Price CLINs. Supporting documentation is not required for charges for FFP CLINs.</p> <p>6. Safeguarding Information: As a contractor or vendor conducting business with Immigration and Customs Enforcement (ICE), you are required to Continued ...</p>				

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ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>comply with DHS Policy regarding the safeguarding of Sensitive Personally Identifiable Information (PII). Sensitive PII is information that identifies an individual, including an alien, and could result in harm, embarrassment, inconvenience, or unfairness. Examples of Sensitive PII include information such as: Social Security Numbers, Alien Registration Numbers (A-Numbers), or combinations of information such as the individuals name or other unique identifier and full date of birth, citizenship, or immigration status.</p> <p>As part of your obligation to safeguard information, the follow precautions are required:</p> <p>(i) Email supporting documents containing Sensitive PII in an encrypted attachment with password sent separately to the Contracting Officer Representative assigned to the contract.</p> <p>(ii) Never leave paper documents containing Sensitive PII unattended and unsecure. When not in use, these documents will be locked in drawers, cabinets, desks, etc. so the information is not accessible to those without a need to know.</p> <p>(iii) Use shredders when discarding paper documents containing Sensitive PII.</p> <p>(iv) Refer to the DHS Handbook for Safeguarding Sensitive Personally Identifiable Information (March 2012) found at http://www.dhs.gov/xlibrary/assets/privacy/dhs-privacy-safeguardingsensitivepiihandbook-march2012.pdf for more information on and/or examples of Sensitive PII.</p> <p>Invoices without the above information may be returned for resubmission.</p> <p>The obligated amount of award: \$0.00. The total for this award is shown in box 26.</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 Director	Division of Wage Determinations	Wage Determination No.: 2015-5269 Revision No.: 27 Date Of Last Revision: 12/23/2024

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

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

State: Texas

Area: Texas Counties of Andrews, Bailey, Borden, Briscoe, Castro, Childress, Cochran, Collingsworth, Cottle, Crane, Crockett, Dallam, Dawson, Deaf Smith, Dickens, Donley, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Kent, King, Knox, Lamb, Lipscomb, Loving, Mitchell, Moore, Motley, Nolan, Ochiltree, Parmer, Pecos, Reagan, Reeves, Roberts, Scurry, Shackelford, Sherman, Stonewall, Swisher, Terry, Throckmorton, Upton, Ward, Wheeler, Winkler, Yoakum

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20***
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.34
01020 - Administrative Assistant		27.30
01035 - Court Reporter		20.11
01041 - Customer Service Representative I		14.75***
01042 - Customer Service Representative II		16.09***
01043 - Customer Service Representative III		18.06
01051 - Data Entry Operator I		16.04***

01052 - Data Entry Operator II	17.50***
01060 - Dispatcher, Motor Vehicle	23.56
01070 - Document Preparation Clerk	16.02***
01090 - Duplicating Machine Operator	16.02***
01111 - General Clerk I	14.30***
01112 - General Clerk II	16.25***
01113 - General Clerk III	17.51***
01120 - Housing Referral Assistant	22.43
01141 - Messenger Courier	13.17***
01191 - Order Clerk I	18.02
01192 - Order Clerk II	19.87
01261 - Personnel Assistant (Employment) I	17.72***
01262 - Personnel Assistant (Employment) II	19.82
01263 - Personnel Assistant (Employment) III	22.10
01270 - Production Control Clerk	19.53
01290 - Rental Clerk	15.47***
01300 - Scheduler, Maintenance	17.98
01311 - Secretary I	17.98
01312 - Secretary II	20.11
01313 - Secretary III	22.43
01320 - Service Order Dispatcher	21.06
01410 - Supply Technician	27.30
01420 - Survey Worker	15.22***
01460 - Switchboard Operator/Receptionist	14.06***
01531 - Travel Clerk I	14.01***
01532 - Travel Clerk II	15.15***
01533 - Travel Clerk III	16.15***
01611 - Word Processor I	16.02***
01612 - Word Processor II	17.98
01613 - Word Processor III	20.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.36
05010 - Automotive Electrician	23.02
05040 - Automotive Glass Installer	21.56
05070 - Automotive Worker	21.56
05110 - Mobile Equipment Servicer	18.58
05130 - Motor Equipment Metal Mechanic	24.56
05160 - Motor Equipment Metal Worker	21.56
05190 - Motor Vehicle Mechanic	24.56
05220 - Motor Vehicle Mechanic Helper	17.08***
05250 - Motor Vehicle Upholstery Worker	20.05
05280 - Motor Vehicle Wrecker	21.56
05310 - Painter, Automotive	23.02
05340 - Radiator Repair Specialist	21.56
05370 - Tire Repairer	14.63***
05400 - Transmission Repair Specialist	24.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.50***
07041 - Cook I	13.19***
07042 - Cook II	15.31***
07070 - Dishwasher	11.34***
07130 - Food Service Worker	12.38***
07210 - Meat Cutter	17.57***
07260 - Waiter/Waitress	10.58***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.38
09040 - Furniture Handler	13.16***
09080 - Furniture Refinisher	21.38
09090 - Furniture Refinisher Helper	15.86***
09110 - Furniture Repairer, Minor	18.62
09130 - Upholsterer	21.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.68***
11060 - Elevator Operator	13.99***
11090 - Gardener	20.56

11122 - Housekeeping Aide	13.99***
11150 - Janitor	13.99***
11210 - Laborer, Grounds Maintenance	15.61***
11240 - Maid or Houseman	11.94***
11260 - Pruner	14.48***
11270 - Tractor Operator	18.90
11330 - Trail Maintenance Worker	15.61***
11360 - Window Cleaner	15.02***
12000 - Health Occupations	
12010 - Ambulance Driver	16.87***
12011 - Breath Alcohol Technician	21.92
12012 - Certified Occupational Therapist Assistant	33.00
12015 - Certified Physical Therapist Assistant	34.83
12020 - Dental Assistant	17.49***
12025 - Dental Hygienist	40.38
12030 - EKG Technician	33.23
12035 - Electroneurodiagnostic Technologist	33.23
12040 - Emergency Medical Technician	16.87***
12071 - Licensed Practical Nurse I	19.60
12072 - Licensed Practical Nurse II	21.92
12073 - Licensed Practical Nurse III	24.45
12100 - Medical Assistant	16.64***
12130 - Medical Laboratory Technician	28.75
12160 - Medical Record Clerk	16.08***
12190 - Medical Record Technician	17.99
12195 - Medical Transcriptionist	19.60
12210 - Nuclear Medicine Technologist	48.18
12221 - Nursing Assistant I	12.60***
12222 - Nursing Assistant II	14.17***
12223 - Nursing Assistant III	15.46***
12224 - Nursing Assistant IV	17.36***
12235 - Optical Dispenser	16.68***
12236 - Optical Technician	19.60
12250 - Pharmacy Technician	17.91
12280 - Phlebotomist	15.32***
12305 - Radiologic Technologist	30.76
12311 - Registered Nurse I	25.61
12312 - Registered Nurse II	31.33
12313 - Registered Nurse II, Specialist	31.33
12314 - Registered Nurse III	37.90
12315 - Registered Nurse III, Anesthetist	37.90
12316 - Registered Nurse IV	45.43
12317 - Scheduler (Drug and Alcohol Testing)	27.17
12320 - Substance Abuse Treatment Counselor	22.78
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.10
13012 - Exhibits Specialist II	22.43
13013 - Exhibits Specialist III	27.44
13041 - Illustrator I	18.10
13042 - Illustrator II	22.43
13043 - Illustrator III	27.44
13047 - Librarian	24.84
13050 - Library Aide/Clerk	13.61***
13054 - Library Information Technology Systems Administrator	22.43
13058 - Library Technician	17.14***
13061 - Media Specialist I	16.19***
13062 - Media Specialist II	18.10
13063 - Media Specialist III	20.18
13071 - Photographer I	16.19***
13072 - Photographer II	18.10
13073 - Photographer III	22.43
13074 - Photographer IV	27.44
13075 - Photographer V	33.20
13090 - Technical Order Library Clerk	17.08***

13110 - Video Teleconference Technician	19.32
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.18
14042 - Computer Operator II	21.45
14043 - Computer Operator III	23.91
14044 - Computer Operator IV	26.58
14045 - Computer Operator V	29.43
14071 - Computer Programmer I	(see 1) 22.91
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.18
14160 - Personal Computer Support Technician	26.58
14170 - System Support Specialist	29.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.23
15020 - Aircrew Training Devices Instructor (Rated)	37.98
15030 - Air Crew Training Devices Instructor (Pilot)	45.29
15050 - Computer Based Training Specialist / Instructor	31.23
15060 - Educational Technologist	31.79
15070 - Flight Instructor (Pilot)	45.29
15080 - Graphic Artist	23.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.29
15086 - Maintenance Test Pilot, Rotary Wing	45.29
15088 - Non-Maintenance Test/Co-Pilot	45.29
15090 - Technical Instructor	23.88
15095 - Technical Instructor/Course Developer	29.23
15110 - Test Proctor	20.12
15120 - Tutor	20.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.35***
16030 - Counter Attendant	10.35***
16040 - Dry Cleaner	12.20***
16070 - Finisher, Flatwork, Machine	10.35***
16090 - Presser, Hand	10.35***
16110 - Presser, Machine, Drycleaning	10.35***
16130 - Presser, Machine, Shirts	10.35***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.35***
16190 - Sewing Machine Operator	13.06***
16220 - Tailor	13.92***
16250 - Washer, Machine	10.86***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.68
19040 - Tool And Die Maker	29.70
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.67
21030 - Material Coordinator	19.53
21040 - Material Expediter	19.53
21050 - Material Handling Laborer	16.94***
21071 - Order Filler	15.94***
21080 - Production Line Worker (Food Processing)	20.67
21110 - Shipping Packer	19.77
21130 - Shipping/Receiving Clerk	19.77
21140 - Store Worker I	13.80***
21150 - Stock Clerk	17.33***
21210 - Tools And Parts Attendant	20.67
21410 - Warehouse Specialist	20.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.57
23019 - Aircraft Logs and Records Technician	21.99
23021 - Aircraft Mechanic I	26.93
23022 - Aircraft Mechanic II	28.57

23023 - Aircraft Mechanic III	30.16
23040 - Aircraft Mechanic Helper	18.72
23050 - Aircraft, Painter	25.25
23060 - Aircraft Servicer	21.99
23070 - Aircraft Survival Flight Equipment Technician	25.25
23080 - Aircraft Worker	23.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.93
23110 - Appliance Mechanic	23.68
23120 - Bicycle Repairer	19.10
23125 - Cable Splicer	30.00
23130 - Carpenter, Maintenance	24.06
23140 - Carpet Layer	22.18
23160 - Electrician, Maintenance	28.70
23181 - Electronics Technician Maintenance I	34.82
23182 - Electronics Technician Maintenance II	37.17
23183 - Electronics Technician Maintenance III	39.65
23260 - Fabric Worker	20.62
23290 - Fire Alarm System Mechanic	25.26
23310 - Fire Extinguisher Repairer	19.10
23311 - Fuel Distribution System Mechanic	27.38
23312 - Fuel Distribution System Operator	20.69
23370 - General Maintenance Worker	18.09
23380 - Ground Support Equipment Mechanic	26.93
23381 - Ground Support Equipment Servicer	21.99
23382 - Ground Support Equipment Worker	23.65
23391 - Gunsmith I	19.10
23392 - Gunsmith II	22.18
23393 - Gunsmith III	25.26
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.74
23430 - Heavy Equipment Mechanic	27.36
23440 - Heavy Equipment Operator	22.80
23460 - Instrument Mechanic	25.26
23465 - Laboratory/Shelter Mechanic	23.68
23470 - Laborer	16.94***
23510 - Locksmith	23.68
23530 - Machinery Maintenance Mechanic	28.76
23550 - Machinist, Maintenance	23.33
23580 - Maintenance Trades Helper	15.17***
23591 - Metrology Technician I	25.26
23592 - Metrology Technician II	26.79
23593 - Metrology Technician III	28.29
23640 - Millwright	27.44
23710 - Office Appliance Repairer	23.68
23760 - Painter, Maintenance	19.86
23790 - Pipefitter, Maintenance	27.42
23810 - Plumber, Maintenance	25.70
23820 - Pneudraulic Systems Mechanic	25.26
23850 - Rigger	28.34
23870 - Scale Mechanic	22.18
23890 - Sheet-Metal Worker, Maintenance	24.00
23910 - Small Engine Mechanic	22.18
23931 - Telecommunications Mechanic I	27.85
23932 - Telecommunications Mechanic II	29.35
23950 - Telephone Lineman	26.23
23960 - Welder, Combination, Maintenance	23.17
23965 - Well Driller	25.26
23970 - Woodcraft Worker	25.26
23980 - Woodworker	19.10
24000 - Personal Needs Occupations	

24550 - Case Manager	17.52***
24570 - Child Care Attendant	11.87***
24580 - Child Care Center Clerk	14.80***
24610 - Chore Aide	11.78***
24620 - Family Readiness And Support Services Coordinator	17.16***
24630 - Homemaker	17.52***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.47
25040 - Sewage Plant Operator	20.43
25070 - Stationary Engineer	23.47
25190 - Ventilation Equipment Tender	16.32***
25210 - Water Treatment Plant Operator	20.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.63
27007 - Baggage Inspector	14.29***
27008 - Corrections Officer	22.44
27010 - Court Security Officer	22.71
27030 - Detection Dog Handler	15.98***
27040 - Detention Officer	22.44
27070 - Firefighter	22.97
27101 - Guard I	14.29***
27102 - Guard II	15.98***
27131 - Police Officer I	23.27
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.44***
28042 - Carnival Equipment Repairer	15.71***
28043 - Carnival Worker	11.16***
28210 - Gate Attendant/Gate Tender	17.67***
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	19.77
28510 - Recreation Aide/Health Facility Attendant	14.43***
28515 - Recreation Specialist	24.17
28630 - Sports Official	15.74***
28690 - Swimming Pool Operator	18.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.51
29020 - Hatch Tender	32.51
29030 - Line Handler	32.51
29041 - Stevedore I	30.23
29042 - Stevedore II	34.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
30021 - Archeological Technician I	19.84
30022 - Archeological Technician II	22.20
30023 - Archeological Technician III	27.50
30030 - Cartographic Technician	27.50
30040 - Civil Engineering Technician	25.88
30051 - Cryogenic Technician I	30.46
30052 - Cryogenic Technician II	33.64
30061 - Drafter/CAD Operator I	19.84
30062 - Drafter/CAD Operator II	22.20
30063 - Drafter/CAD Operator III	24.74
30064 - Drafter/CAD Operator IV	30.46
30081 - Engineering Technician I	16.49***
30082 - Engineering Technician II	18.50
30083 - Engineering Technician III	20.70
30084 - Engineering Technician IV	25.64
30085 - Engineering Technician V	31.37
30086 - Engineering Technician VI	37.95
30090 - Environmental Technician	28.66
30095 - Evidence Control Specialist	27.50

30210 - Laboratory Technician	32.31
30221 - Latent Fingerprint Technician I	30.46
30222 - Latent Fingerprint Technician II	33.64
30240 - Mathematical Technician	27.50
30361 - Paralegal/Legal Assistant I	19.44
30362 - Paralegal/Legal Assistant II	24.08
30363 - Paralegal/Legal Assistant III	29.45
30364 - Paralegal/Legal Assistant IV	35.63
30375 - Petroleum Supply Specialist	33.64
30390 - Photo-Optics Technician	27.32
30395 - Radiation Control Technician	33.64
30461 - Technical Writer I	27.50
30462 - Technical Writer II	33.64
30463 - Technical Writer III	40.70
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	30.46
30502 - Weather Forecaster II	37.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.74
30621 - Weather Observer, Senior	(see 2) 27.50
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	13.34***
31030 - Bus Driver	18.95
31043 - Driver Courier	15.83***
31260 - Parking and Lot Attendant	12.21***
31290 - Shuttle Bus Driver	15.65***
31310 - Taxi Driver	11.54***
31361 - Truckdriver, Light	17.22***
31362 - Truckdriver, Medium	18.70
31363 - Truckdriver, Heavy	23.68
31364 - Truckdriver, Tractor-Trailer	23.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	11.59***
99050 - Desk Clerk	12.60***
99095 - Embalmer	27.37
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	17.23***
99252 - Laboratory Animal Caretaker II	18.76
99260 - Marketing Analyst	31.01
99310 - Mortician	27.37
99410 - Pest Controller	19.65
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	19.40
99711 - Recycling Specialist	23.50
99730 - Refuse Collector	17.71***
99810 - Sales Clerk	13.79***
99820 - School Crossing Guard	14.66***
99830 - Survey Party Chief	25.18
99831 - Surveying Aide	17.51***
99832 - Surveying Technician	24.03
99840 - Vending Machine Attendant	18.97
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	18.97

***Workers in this classification may be entitled to a higher minimum wage under

Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 10 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. (See 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))."