

|   |   |                              |  |   |  |  |                              |
|---|---|------------------------------|--|---|--|--|------------------------------|
| <b>SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS</b><br><i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, &amp; 30</i>   |   |                              |  | 1. REQUISITION NUMBER   |  | PAGE OF<br>1 7   |                              |
| 2. CONTRACT NO.<br>70CDCR25DIG000021  |   | 3. AWARD/<br>EFFECTIVE DATE  |  | 4. ORDER NUMBER   |  | 5. SOLICITATION NUMBER   |                              |
| 6. SOLICITATION<br>ISSUE DATE   |   |                              |  |   |  |  |                              |
| 7. <b>FOR SOLICITATION<br/>INFORMATION CALL:</b>  |   | a. NAME<br>                  |  |   | b. TELEPHONE NUMBER (No collect calls) |  | 8. OFFER DUE DATE/LOCAL TIME |
| 9. ISSUED BY<br><br>DETENTION COMPLIANCE AND REMOVALS<br>ICE Office of Acquisition Management<br>500 12th St SW<br>WASHINGTON DC 20024  |   | CODE 70CDCR                  |  | 10. THIS ACQUISITION IS <input checked="" type="checkbox"/> UNRESTRICTED OR <input type="checkbox"/> SET ASIDE: % FOR:  |  |  |                              |
|   |   |                              |  | <input type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS (WOSB)      NORTH AMERICAN INDUSTRY CLASSIFICATION STANDARD (NAICS):<br><input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> ECONOMICALLY DISADVANTAGED WOMEN-OWNED SMALL BUSINESS (EDWOSB)      561612<br><input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS (SDVOSB) <input type="checkbox"/> 8(A)      SIZE STANDARD: \$ |  |  |                              |
| 11. DELIVERY FOR FREE ON BOARD (FOB) DESTINATION UNLESS BLOCK IS MARKED<br><input type="checkbox"/> SEE SCHEDULE  |   | 12. DISCOUNT TERMS<br>Net 30 |  | 13a. THIS CONTRACT IS A RATED ORDER UNDER THE DEFENSE PRIORITIES AND ALLOCATIONS SYSTEM - DPAS (15 CFR 700)   |  | 13b. RATING  |                              |
|   |   |                              |  | <input type="checkbox"/>  |  | 14. METHOD OF SOLICITATION<br><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   |  |  |                              |
|   |   |                              |  | ICE/DCR<br>ICE/Detention Compliance & Removals<br>ICE Office of Acquisition Management<br>500 12th St SW<br>Washington DC 20024   |  |  |                              |
| 17a. CONTRACTOR/<br>OFFEROR   |   | CODE                         |  | 18a. PAYMENT WILL BE MADE BY  |  | CODE   |                              |
|   |   |                              |  | ICE/ERO/FOD/FNL<br>WWW.IPP.GOV  |  | ICE/ERO/FOD/FNL  |                              |
| TELEPHONE NO.   |   |                              |  |   |  |  |                              |
| <input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER  |   |                              |  | 18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM  |  |  |                              |
| 19.<br>ITEM NO.   | 20.<br>SCHEDULE OF SUPPLIES/SERVICES  |                              |  | 21.<br>QUANTITY   | 22.<br>UNIT                            | 23.<br>UNIT PRICE  | 24.<br>AMOUNT                |
|   | UEI: Not Available<br>CONTACT INFORMATION<br>COR: ,<br>(504) 402-<br>CO: ,<br>(682) 306-<br>CS: ,<br>(202) 895-<br>KTR INFORMATION<br>, (615) 263-<br><i>(Use Reverse and/or Attach Additional Sheets as Necessary)</i> |                              |  |   |  |  |                              |
| 25. ACCOUNTING AND APPROPRIATION DATA<br>See schedule   |   |                              |  |   |  | 26. TOTAL AWARD AMOUNT (For Government Use Only)<br>\$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   |                              |
|   |   |                              |  | TASHA R. WANG   |  |  |                              |

| 19.<br>ITEM NO. | 20.<br>SCHEDULE OF SUPPLIES/SERVICES   | 21.<br>QUANTITY | 22.<br>UNIT | 23.<br>UNIT PRICE | 24.<br>AMOUNT |
|-----------------|--|-----------------|-------------|-------------------|---------------|
|                 | <p>██████████, ██████████<br/>COUNTY OFFICIAL,<br/>Mayor Eddie Noeman, Town of<br/>Mason, ██████████</p> <p>This is a solicitation to establish a new<br/>Intergovernmental Service Agreement (IGSA)<br/>between ICE and West Tennessee for detention<br/>services.</p> <p>Attachments:<br/>Attachment 1 - Title 29, Part 4 Labor Standards<br/>for Federal Service Contracts<br/>Attachment 2 - Wage Determination Number: XXXXXX<br/>Dated XXXXXX<br/>Attachment 3 - Quality Assurance Surveillance<br/>Plan and Performance Requirements Summary<br/>3A Contract Deficiency Report Template</p> <p>Attachment 4 - Quality Control Plan<br/>Attachment 5 - Prison Rape Elimination Act (PREA)<br/>Regulations<br/>Attachment 6 - Detention-Transportation Invoice<br/>Supporting Documentation Template<br/>Attachment 7 - Combatting Trafficking in Persons<br/>Attachment 8 - ICE Privacy, Records Management,<br/>and Safeguarding<br/>Attachment 9 - Physical Plant Requirements<br/>Attachment 10 - Transportation Requirements<br/>Attachment 10a - Route List<br/>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<br>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 |

NAME OF OFFEROR OR CONTRACTOR

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | Attachment 11 - Virtual Attorney Visitation<br>Attachment 12 - Reserved<br>Attachment 13 - Staffing Plan and Detention Facility Floor Plan<br><br>Attachment 14 - Performance Work Statement (PWS)<br><br>Attachment 15 - DHS Fleet Card Manual<br>Attachment 16 - List of Authorized Government Vehicles<br>Attachment 17 - Official Detail Form<br>Attachment 18 - Use of Government Owned Vehicles<br>Attachment 19 - Hold Harmless and Indemnity Agreement<br><br>*Italicized attachments are attachments that the service provider will submit as a result of this RFP letter**<br><br>Period of Performance: 02/28/2025 to 02/27/2030 |                 |             |                   |               |
| 0001            | *OVER [REDACTED] HOUR DETENTION CENTER*<br>Facility Operating Charge: \$ [REDACTED] per month<br>(Includes TBD Contract Detention Processing Officers)<br>Bed Day Rate: TBD<br>Amount: \$0.00 (Option Line Item)<br>02/28/2025<br>Product/Service Code: S206<br>Product/Service Description: HOUSEKEEPING- GUARD  |                 |             | 0.00              | 0.00          |
| 0002            | Transportation and Guard Services 0.00<br>On-Call Guard at Regular Rate: \$TBD per hour<br>On-Call Guard at Overtime Rate: \$TBD per hour<br>Transportation Mileage rate to be in accordance with GSA rates at the time of occurrence.<br>Obligated Amount: \$0.00<br>Product/Service Code: S206<br>Product/Service Description: HOUSEKEEPING- GUARD<br><br>ICE - INVOICE INSTRUCTIONS ERO<br><br>Beginning December 9, 2024 all invoicing procedures will take place on www.IPP.gov.<br>Vendors must be registered www.IPP.gov.<br>Continued ...   |                 |             | 0.00              | 0.00          |

## CONTINUATION SHEET

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NAME OF OFFEROR OR CONTRACTOR

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | <p>Registration on www.IPP.gov is required to receive payment.</p> <p>Invoices will not be accepted by any other method.</p> <p>1. The contractor shall be active in the System for Award Management (www.SAM.gov) for invoice 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</p> <p>Continued ...</p> |                 |             |                   |               |

## CONTINUATION SHEET

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NAME OF OFFEROR OR CONTRACTOR

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | <p>requirements within IPP. Please refer to <a href="http://www.IPP.gov">www.IPP.gov</a> for additional information on Getting Started, Benefits, Features, and Enrollment.</p> <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"><li>• Bed day rate;</li><li>• Detainees check-in and check-out dates;</li><li>• Number of bed days multiplied by the bed day rate;</li><li>• Name of each detainee;</li><li>• Detainees identification information</li></ul> <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"><li>• Bed day rate;</li><li>• Detainees check-in and check-out dates;</li></ul> <p>Continued ...</p> |                 |             |                   |               |

# CONTINUATION SHEET

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NAME OF OFFEROR OR CONTRACTOR

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | <ul style="list-style-type: none"> <li>• Number of bed days multiplied by the bed day rate;</li> <li>• Name of each detainee;</li> <li>• Detainees identification information</li> </ul> <p>b. Transportation Services: For transportation CLINs without a GM, the supporting documentation must include:</p> <ul style="list-style-type: none"> <li>• Mileage rate being applied for that invoice;</li> <li>• Number of miles;</li> <li>• Transportation routes provided;</li> <li>• Locations serviced;</li> <li>• Names of detainees transported;</li> <li>• Itemized listing of all other charges; and,</li> <li>• for reimbursable expenses (e.g. travel expenses, special meals, etc.) copies of all receipts.</li> </ul> <p>c. Stationary Guard Services: The itemized monthly invoice shall state:</p> <ul style="list-style-type: none"> <li>• The location where the guard services were provided,</li> <li>• The employee guard names and number of hours being billed,</li> <li>• The employee guard names and duration of the billing (times and dates), and</li> <li>• for individual or detainee group escort services only, the name of the detainee(s) that was/were escorted.</li> </ul> <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 Continued ...</p> |                 |             |                   |               |

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NAME OF OFFEROR OR CONTRACTOR

| ITEM NO.<br>(A) | SUPPLIES/SERVICES<br>(B)  | QUANTITY<br>(C) | UNIT<br>(D) | UNIT PRICE<br>(E) | AMOUNT<br>(F) |
|-----------------|---|-----------------|-------------|-------------------|---------------|
|                 | <p>contractor or vendor conducting business with Immigration and Customs Enforcement (ICE), you are required to 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 <a href="http://www.dhs.gov/xlibrary/assets/privacy/dhs-privacy-safeguardingsensitivepiihandbook-march2012.pdf">http://www.dhs.gov/xlibrary/assets/privacy/dhs-privacy-safeguardingsensitivepiihandbook-march2012.pdf</a> 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<br>THE SERVICE CONTRACT ACT<br>By direction of the Secretary of Labor |                                    | U.S. DEPARTMENT OF LABOR<br>EMPLOYMENT STANDARDS ADMINISTRATION<br>WAGE AND HOUR DIVISION<br>WASHINGTON D.C. 20210 |
| Daniel W. Simms<br>Director  | Division of<br>Wage Determinations | Wage Determination No.: 2015-4673<br>Revision No.: 27<br>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.<br>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.<br>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](http://www.dol.gov/whd/govcontracts).

States: Arkansas, Mississippi, Tennessee

Area: Arkansas County of Crittenden  
Mississippi Counties of Benton, De Soto, Marshall  
Tennessee Counties of Fayette, Shelby, Tipton

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE | RATE     |
|---|----------|----------|
| 01000 - Administrative Support And Clerical Occupations |          |          |
| 01011 - Accounting Clerk I                              |          | 17.56*** |
| 01012 - Accounting Clerk II                             |          | 19.70    |
| 01013 - Accounting Clerk III                            |          | 22.04    |
| 01020 - Administrative Assistant                        |          | 30.22    |
| 01035 - Court Reporter                                  |          | 20.70    |
| 01041 - Customer Service Representative I               |          | 14.84*** |
| 01042 - Customer Service Representative II              |          | 16.19*** |
| 01043 - Customer Service Representative III             |          | 18.17    |
| 01051 - Data Entry Operator I                           |          | 16.77*** |
| 01052 - Data Entry Operator II                          |          | 18.30    |
| 01060 - Dispatcher, Motor Vehicle                       |          | 22.42    |
| 01070 - Document Preparation Clerk                      |          | 17.14*** |
| 01090 - Duplicating Machine Operator                    |          | 17.14*** |
| 01111 - General Clerk I                                 |          | 14.97*** |

|  |          |
|--|----------|
| 01112 - General Clerk II                             | 16.34*** |
| 01113 - General Clerk III                            | 18.34    |
| 01120 - Housing Referral Assistant                   | 22.08    |
| 01141 - Messenger Courier                            | 16.34*** |
| 01191 - Order Clerk I                                | 15.73*** |
| 01192 - Order Clerk II                               | 17.16*** |
| 01261 - Personnel Assistant (Employment) I           | 17.53*** |
| 01262 - Personnel Assistant (Employment) II          | 19.61    |
| 01263 - Personnel Assistant (Employment) III         | 21.87    |
| 01270 - Production Control Clerk                     | 22.59    |
| 01290 - Rental Clerk                                 | 15.55*** |
| 01300 - Scheduler, Maintenance                       | 17.70*** |
| 01311 - Secretary I                                  | 17.70*** |
| 01312 - Secretary II                                 | 19.80    |
| 01313 - Secretary III                                | 22.08    |
| 01320 - Service Order Dispatcher                     | 20.04    |
| 01410 - Supply Technician                            | 30.22    |
| 01420 - Survey Worker                                | 18.53    |
| 01460 - Switchboard Operator/Receptionist            | 15.30*** |
| 01531 - Travel Clerk I                               | 20.17    |
| 01532 - Travel Clerk II                              | 21.48    |
| 01533 - Travel Clerk III                             | 23.56    |
| 01611 - Word Processor I                             | 16.45*** |
| 01612 - Word Processor II                            | 18.47    |
| 01613 - Word Processor III                           | 20.65    |
| 05000 - Automotive Service Occupations               |          |
| 05005 - Automobile Body Repairer, Fiberglass         | 22.93    |
| 05010 - Automotive Electrician                       | 21.05    |
| 05040 - Automotive Glass Installer                   | 19.67    |
| 05070 - Automotive Worker                            | 19.67    |
| 05110 - Mobile Equipment Servicer                    | 16.82*** |
| 05130 - Motor Equipment Metal Mechanic               | 22.42    |
| 05160 - Motor Equipment Metal Worker                 | 19.67    |
| 05190 - Motor Vehicle Mechanic                       | 22.42    |
| 05220 - Motor Vehicle Mechanic Helper                | 15.40*** |
| 05250 - Motor Vehicle Upholstery Worker              | 18.23    |
| 05280 - Motor Vehicle Wrecker                        | 19.67    |
| 05310 - Painter, Automotive                          | 21.05    |
| 05340 - Radiator Repair Specialist                   | 19.67    |
| 05370 - Tire Repairer                                | 16.67*** |
| 05400 - Transmission Repair Specialist               | 22.42    |
| 07000 - Food Preparation And Service Occupations     |          |
| 07010 - Baker  | 16.56*** |
| 07041 - Cook I                                       | 13.95*** |
| 07042 - Cook II                                      | 16.32*** |
| 07070 - Dishwasher                                   | 12.64*** |
| 07130 - Food Service Worker                          | 12.06*** |
| 07210 - Meat Cutter                                  | 17.21*** |
| 07260 - Waiter/Waitress                              | 10.54*** |
| 09000 - Furniture Maintenance And Repair Occupations |          |
| 09010 - Electrostatic Spray Painter                  | 21.95    |
| 09040 - Furniture Handler                            | 11.81*** |
| 09080 - Furniture Refinisher                         | 18.46    |
| 09090 - Furniture Refinisher Helper                  | 14.27*** |
| 09110 - Furniture Repairer, Minor                    | 16.80*** |
| 09130 - Upholsterer                                  | 18.13    |
| 11000 - General Services And Support Occupations     |          |
| 11030 - Cleaner, Vehicles                            | 14.88*** |
| 11060 - Elevator Operator                            | 14.34*** |
| 11090 - Gardener                                     | 22.08    |
| 11122 - Housekeeping Aide                            | 14.20*** |
| 11150 - Janitor                                      | 14.20*** |
| 11210 - Laborer, Grounds Maintenance                 | 16.50*** |
| 11240 - Maid or Houseman                             | 13.94*** |
| 11260 - Pruner                                       | 14.67*** |

|  |          |
|--|----------|
| 11270 - Tractor Operator                                     | 20.22    |
| 11330 - Trail Maintenance Worker                             | 16.50*** |
| 11360 - Window Cleaner                                       | 15.96*** |
| 12000 - Health Occupations                                   |          |
| 12010 - Ambulance Driver                                     | 19.36    |
| 12011 - Breath Alcohol Technician                            | 22.18    |
| 12012 - Certified Occupational Therapist Assistant           | 32.21    |
| 12015 - Certified Physical Therapist Assistant               | 30.09    |
| 12020 - Dental Assistant                                     | 21.22    |
| 12025 - Dental Hygienist                                     | 38.19    |
| 12030 - EKG Technician                                       | 29.14    |
| 12035 - Electroneurodiagnostic Technologist                  | 29.14    |
| 12040 - Emergency Medical Technician                         | 19.36    |
| 12071 - Licensed Practical Nurse I                           | 19.83    |
| 12072 - Licensed Practical Nurse II                          | 22.18    |
| 12073 - Licensed Practical Nurse III                         | 24.74    |
| 12100 - Medical Assistant                                    | 18.05    |
| 12130 - Medical Laboratory Technician                        | 28.93    |
| 12160 - Medical Record Clerk                                 | 24.08    |
| 12190 - Medical Record Technician                            | 26.94    |
| 12195 - Medical Transcriptionist                             | 18.43    |
| 12210 - Nuclear Medicine Technologist                        | 39.48    |
| 12221 - Nursing Assistant I                                  | 12.54*** |
| 12222 - Nursing Assistant II                                 | 14.11*** |
| 12223 - Nursing Assistant III                                | 15.40*** |
| 12224 - Nursing Assistant IV                                 | 17.28*** |
| 12235 - Optical Dispenser                                    | 19.00    |
| 12236 - Optical Technician                                   | 19.65    |
| 12250 - Pharmacy Technician                                  | 18.71    |
| 12280 - Phlebotomist   | 17.78    |
| 12305 - Radiologic Technologist                              | 30.26    |
| 12311 - Registered Nurse I                                   | 25.41    |
| 12312 - Registered Nurse II                                  | 30.72    |
| 12313 - Registered Nurse II, Specialist                      | 30.72    |
| 12314 - Registered Nurse III                                 | 37.16    |
| 12315 - Registered Nurse III, Anesthetist                    | 37.16    |
| 12316 - Registered Nurse IV                                  | 44.54    |
| 12317 - Scheduler (Drug and Alcohol Testing)                 | 27.49    |
| 12320 - Substance Abuse Treatment Counselor                  | 22.27    |
| 13000 - Information And Arts Occupations                     |          |
| 13011 - Exhibits Specialist I                                | 21.52    |
| 13012 - Exhibits Specialist II                               | 26.65    |
| 13013 - Exhibits Specialist III                              | 32.60    |
| 13041 - Illustrator I  | 22.04    |
| 13042 - Illustrator II                                       | 27.29    |
| 13043 - Illustrator III                                      | 33.39    |
| 13047 - Librarian  | 29.52    |
| 13050 - Library Aide/Clerk                                   | 17.78    |
| 13054 - Library Information Technology Systems Administrator | 26.65    |
| 13058 - Library Technician                                   | 15.72*** |
| 13061 - Media Specialist I                                   | 19.23    |
| 13062 - Media Specialist II                                  | 21.52    |
| 13063 - Media Specialist III                                 | 23.98    |
| 13071 - Photographer I                                       | 17.81    |
| 13072 - Photographer II                                      | 19.92    |
| 13073 - Photographer III                                     | 24.68    |
| 13074 - Photographer IV                                      | 30.18    |
| 13075 - Photographer V                                       | 36.52    |
| 13090 - Technical Order Library Clerk                        | 22.32    |
| 13110 - Video Teleconference Technician                      | 23.18    |
| 14000 - Information Technology Occupations                   |          |
| 14041 - Computer Operator I                                  | 18.11    |
| 14042 - Computer Operator II                                 | 20.25    |
| 14043 - Computer Operator III                                | 22.57    |

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| 14044 - Computer Operator IV                                    | 25.08         |
| 14045 - Computer Operator V                                     | 27.78         |
| 14071 - Computer Programmer I                                   | (see 1) 25.60 |
| 14072 - Computer Programmer II                                  | (see 1)       |
| 14073 - Computer Programmer III                                 | (see 1)       |
| 14074 - Computer Programmer IV                                  | (see 1)       |
| 14101 - Computer Systems Analyst I                              | (see 1)       |
| 14102 - Computer Systems Analyst II                             | (see 1)       |
| 14103 - Computer Systems Analyst III                            | (see 1)       |
| 14150 - Peripheral Equipment Operator                           | 18.11         |
| 14160 - Personal Computer Support Technician                    | 25.08         |
| 14170 - System Support Specialist                               | 27.78         |
| 15000 - Instructional Occupations                               |               |
| 15010 - Aircrew Training Devices Instructor (Non-Rated)         | 32.85         |
| 15020 - Aircrew Training Devices Instructor (Rated)             | 39.74         |
| 15030 - Air Crew Training Devices Instructor (Pilot)            | 47.63         |
| 15050 - Computer Based Training Specialist / Instructor         | 32.85         |
| 15060 - Educational Technologist                                | 33.21         |
| 15070 - Flight Instructor (Pilot)                               | 47.63         |
| 15080 - Graphic Artist  | 24.02         |
| 15085 - Maintenance Test Pilot, Fixed, Jet/Prop                 | 47.63         |
| 15086 - Maintenance Test Pilot, Rotary Wing                     | 47.63         |
| 15088 - Non-Maintenance Test/Co-Pilot                           | 47.63         |
| 15090 - Technical Instructor                                    | 23.43         |
| 15095 - Technical Instructor/Course Developer                   | 28.66         |
| 15110 - Test Proctor  | 18.91         |
| 15120 - Tutor   | 18.91         |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations |               |
| 16010 - Assembler   | 13.75***      |
| 16030 - Counter Attendant                                       | 13.75***      |
| 16040 - Dry Cleaner   | 15.73***      |
| 16070 - Finisher, Flatwork, Machine                             | 13.75***      |
| 16090 - Presser, Hand   | 13.75***      |
| 16110 - Presser, Machine, Drycleaning                           | 13.75***      |
| 16130 - Presser, Machine, Shirts                                | 13.75***      |
| 16160 - Presser, Machine, Wearing Apparel, Laundry              | 13.75***      |
| 16190 - Sewing Machine Operator                                 | 16.39***      |
| 16220 - Tailor  | 17.05***      |
| 16250 - Washer, Machine   | 14.41***      |
| 19000 - Machine Tool Operation And Repair Occupations           |               |
| 19010 - Machine-Tool Operator (Tool Room)                       | 21.46         |
| 19040 - Tool And Die Maker                                      | 27.01         |
| 21000 - Materials Handling And Packing Occupations              |               |
| 21020 - Forklift Operator                                       | 18.61         |
| 21030 - Material Coordinator                                    | 22.59         |
| 21040 - Material Expediter                                      | 22.59         |
| 21050 - Material Handling Laborer                               | 17.42***      |
| 21071 - Order Filler  | 17.09***      |
| 21080 - Production Line Worker (Food Processing)                | 18.61         |
| 21110 - Shipping Packer   | 18.60         |
| 21130 - Shipping/Receiving Clerk                                | 18.60         |
| 21140 - Store Worker I  | 13.77***      |
| 21150 - Stock Clerk   | 18.95         |
| 21210 - Tools And Parts Attendant                               | 18.61         |
| 21410 - Warehouse Specialist                                    | 18.61         |
| 23000 - Mechanics And Maintenance And Repair Occupations        |               |
| 23010 - Aerospace Structural Welder                             | 42.29         |
| 23019 - Aircraft Logs and Records Technician                    | 32.45         |
| 23021 - Aircraft Mechanic I                                     | 39.91         |
| 23022 - Aircraft Mechanic II                                    | 42.29         |
| 23023 - Aircraft Mechanic III                                   | 44.85         |
| 23040 - Aircraft Mechanic Helper                                | 27.41         |
| 23050 - Aircraft, Painter                                       | 37.47         |
| 23060 - Aircraft Servicer                                       | 32.45         |
| 23070 - Aircraft Survival Flight Equipment Technician           | 37.47         |

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| 23080 - Aircraft Worker  | 35.01    |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I                       | 35.01    |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II                      | 39.91    |
| 23110 - Appliance Mechanic   | 22.81    |
| 23120 - Bicycle Repairer   | 20.60    |
| 23125 - Cable Splicer  | 34.92    |
| 23130 - Carpenter, Maintenance   | 22.94    |
| 23140 - Carpet Layer   | 24.09    |
| 23160 - Electrician, Maintenance   | 26.28    |
| 23181 - Electronics Technician Maintenance I                                   | 27.32    |
| 23182 - Electronics Technician Maintenance II                                  | 29.24    |
| 23183 - Electronics Technician Maintenance III                                 | 31.15    |
| 23260 - Fabric Worker  | 22.33    |
| 23290 - Fire Alarm System Mechanic   | 24.55    |
| 23310 - Fire Extinguisher Repairer   | 20.60    |
| 23311 - Fuel Distribution System Mechanic                                      | 32.26    |
| 23312 - Fuel Distribution System Operator                                      | 24.20    |
| 23370 - General Maintenance Worker   | 21.22    |
| 23380 - Ground Support Equipment Mechanic                                      | 39.91    |
| 23381 - Ground Support Equipment Servicer                                      | 32.08    |
| 23382 - Ground Support Equipment Worker  | 34.61    |
| 23391 - Gunsmith I   | 20.60    |
| 23392 - Gunsmith II  | 24.09    |
| 23393 - Gunsmith III   | 27.46    |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic                     | 23.51    |
| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | 24.91    |
| 23430 - Heavy Equipment Mechanic   | 28.81    |
| 23440 - Heavy Equipment Operator   | 23.04    |
| 23460 - Instrument Mechanic  | 23.87    |
| 23465 - Laboratory/Shelter Mechanic  | 25.78    |
| 23470 - Laborer  | 17.42*** |
| 23510 - Locksmith  | 22.81    |
| 23530 - Machinery Maintenance Mechanic   | 29.19    |
| 23550 - Machinist, Maintenance   | 26.05    |
| 23580 - Maintenance Trades Helper  | 18.92    |
| 23591 - Metrology Technician I   | 23.87    |
| 23592 - Metrology Technician II  | 25.30    |
| 23593 - Metrology Technician III   | 26.82    |
| 23640 - Millwright   | 28.44    |
| 23710 - Office Appliance Repairer  | 21.06    |
| 23760 - Painter, Maintenance   | 18.83    |
| 23790 - Pipefitter, Maintenance  | 28.05    |
| 23810 - Plumber, Maintenance   | 26.33    |
| 23820 - Pneudraulic Systems Mechanic   | 27.46    |
| 23850 - Rigger   | 26.66    |
| 23870 - Scale Mechanic   | 24.09    |
| 23890 - Sheet-Metal Worker, Maintenance  | 22.52    |
| 23910 - Small Engine Mechanic  | 19.54    |
| 23931 - Telecommunications Mechanic I  | 28.21    |
| 23932 - Telecommunications Mechanic II   | 29.90    |
| 23950 - Telephone Lineman  | 29.16    |
| 23960 - Welder, Combination, Maintenance                                       | 22.93    |
| 23965 - Well Driller   | 28.12    |
| 23970 - Woodcraft Worker   | 27.46    |
| 23980 - Woodworker   | 20.60    |
| 24000 - Personal Needs Occupations   |          |
| 24550 - Case Manager   | 17.59*** |
| 24570 - Child Care Attendant   | 12.43*** |
| 24580 - Child Care Center Clerk  | 15.52*** |
| 24610 - Chore Aide   | 13.50*** |
| 24620 - Family Readiness And Support Services                                  | 17.59*** |

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| Coordinator  |          |
| 24630 - Homemaker  | 17.59*** |
| 25000 - Plant And System Operations Occupations                |          |
| 25010 - Boiler Tender  | 30.45    |
| 25040 - Sewage Plant Operator                                  | 24.05    |
| 25070 - Stationary Engineer                                    | 30.45    |
| 25190 - Ventilation Equipment Tender                           | 20.84    |
| 25210 - Water Treatment Plant Operator                         | 24.05    |
| 27000 - Protective Service Occupations                         |          |
| 27004 - Alarm Monitor  | 22.82    |
| 27007 - Baggage Inspector                                      | 14.99*** |
| 27008 - Corrections Officer                                    | 24.38    |
| 27010 - Court Security Officer                                 | 26.77    |
| 27030 - Detection Dog Handler                                  | 16.76*** |
| 27040 - Detention Officer                                      | 24.38    |
| 27070 - Firefighter  | 29.99    |
| 27101 - Guard I  | 14.99*** |
| 27102 - Guard II   | 16.76*** |
| 27131 - Police Officer I                                       | 27.85    |
| 27132 - Police Officer II                                      | 30.94    |
| 28000 - Recreation Occupations                                 |          |
| 28041 - Carnival Equipment Operator                            | 15.15*** |
| 28042 - Carnival Equipment Repairer                            | 16.55*** |
| 28043 - Carnival Worker  | 11.00*** |
| 28210 - Gate Attendant/Gate Tender                             | 17.12*** |
| 28310 - Lifeguard  | 12.63*** |
| 28350 - Park Attendant (Aide)                                  | 19.15    |
| 28510 - Recreation Aide/Health Facility Attendant              | 13.98*** |
| 28515 - Recreation Specialist                                  | 23.72    |
| 28630 - Sports Official  | 15.25*** |
| 28690 - Swimming Pool Operator                                 | 19.35    |
| 29000 - Stevedoring/Longshoremen Occupational Services         |          |
| 29010 - Blocker And Bracer                                     | 28.86    |
| 29020 - Hatch Tender   | 28.86    |
| 29030 - Line Handler   | 28.86    |
| 29041 - Stevedore I  | 27.26    |
| 29042 - Stevedore II   | 31.48    |
| 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                             | 19.99    |
| 30022 - Archeological Technician II                            | 22.36    |
| 30023 - Archeological Technician III                           | 27.70    |
| 30030 - Cartographic Technician                                | 27.70    |
| 30040 - Civil Engineering Technician                           | 24.30    |
| 30051 - Cryogenic Technician I                                 | 30.68    |
| 30052 - Cryogenic Technician II                                | 33.89    |
| 30061 - Drafter/CAD Operator I                                 | 19.99    |
| 30062 - Drafter/CAD Operator II                                | 22.36    |
| 30063 - Drafter/CAD Operator III                               | 24.94    |
| 30064 - Drafter/CAD Operator IV                                | 30.68    |
| 30081 - Engineering Technician I                               | 17.14*** |
| 30082 - Engineering Technician II                              | 18.54    |
| 30083 - Engineering Technician III                             | 21.52    |
| 30084 - Engineering Technician IV                              | 25.66    |
| 30085 - Engineering Technician V                               | 30.95    |
| 30086 - Engineering Technician VI                              | 37.45    |
| 30090 - Environmental Technician                               | 23.34    |
| 30095 - Evidence Control Specialist                            | 27.70    |
| 30210 - Laboratory Technician                                  | 23.88    |
| 30221 - Latent Fingerprint Technician I                        | 26.40    |
| 30222 - Latent Fingerprint Technician II                       | 29.15    |
| 30240 - Mathematical Technician                                | 27.70    |
| 30361 - Paralegal/Legal Assistant I                            | 22.61    |

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| 30362 - Paralegal/Legal Assistant II                          | 28.01         |
| 30363 - Paralegal/Legal Assistant III                         | 34.25         |
| 30364 - Paralegal/Legal Assistant IV                          | 41.46         |
| 30375 - Petroleum Supply Specialist                           | 33.89         |
| 30390 - Photo-Optics Technician                               | 27.70         |
| 30395 - Radiation Control Technician                          | 33.89         |
| 30461 - Technical Writer I                                    | 26.86         |
| 30462 - Technical Writer II                                   | 32.86         |
| 30463 - Technical Writer III                                  | 39.74         |
| 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                                  | 30.68         |
| 30502 - Weather Forecaster II                                 | 37.32         |
| 30620 - Weather Observer, Combined Upper Air Or               | (see 2) 24.94 |
| Surface Programs  |               |
| 30621 - Weather Observer, Senior                              | (see 2) 27.70 |
| 31000 - Transportation/Mobile Equipment Operation Occupations |               |
| 31010 - Airplane Pilot  | 34.76         |
| 31020 - Bus Aide  | 17.03***      |
| 31030 - Bus Driver  | 24.65         |
| 31043 - Driver Courier  | 20.82         |
| 31260 - Parking and Lot Attendant                             | 14.41***      |
| 31290 - Shuttle Bus Driver                                    | 17.07***      |
| 31310 - Taxi Driver   | 12.06***      |
| 31361 - Truckdriver, Light                                    | 22.74         |
| 31362 - Truckdriver, Medium                                   | 24.65         |
| 31363 - Truckdriver, Heavy                                    | 27.91         |
| 31364 - Truckdriver, Tractor-Trailer                          | 27.91         |
| 99000 - Miscellaneous Occupations                             |               |
| 99020 - Cabin Safety Specialist                               | 16.95***      |
| 99030 - Cashier   | 12.89***      |
| 99050 - Desk Clerk  | 13.59***      |
| 99095 - Embalmer  | 24.26         |
| 99130 - Flight Follower                                       | 28.73         |
| 99251 - Laboratory Animal Caretaker I                         | 16.34***      |
| 99252 - Laboratory Animal Caretaker II                        | 17.84         |
| 99260 - Marketing Analyst                                     | 31.34         |
| 99310 - Mortician   | 24.26         |
| 99410 - Pest Controller                                       | 18.79         |
| 99510 - Photofinishing Worker                                 | 16.31***      |
| 99710 - Recycling Laborer                                     | 21.58         |
| 99711 - Recycling Specialist                                  | 26.39         |
| 99730 - Refuse Collector                                      | 19.19         |
| 99810 - Sales Clerk   | 14.08***      |
| 99820 - School Crossing Guard                                 | 17.02***      |
| 99830 - Survey Party Chief                                    | 26.70         |
| 99831 - Surveying Aide  | 17.51***      |
| 99832 - Surveying Technician                                  | 23.96         |
| 99840 - Vending Machine Attendant                             | 17.05***      |
| 99841 - Vending Machine Repairer                              | 21.78         |
| 99842 - Vending Machine Repairer Helper                       | 17.05***      |

\*\*\*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.

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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: \$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 8 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))."